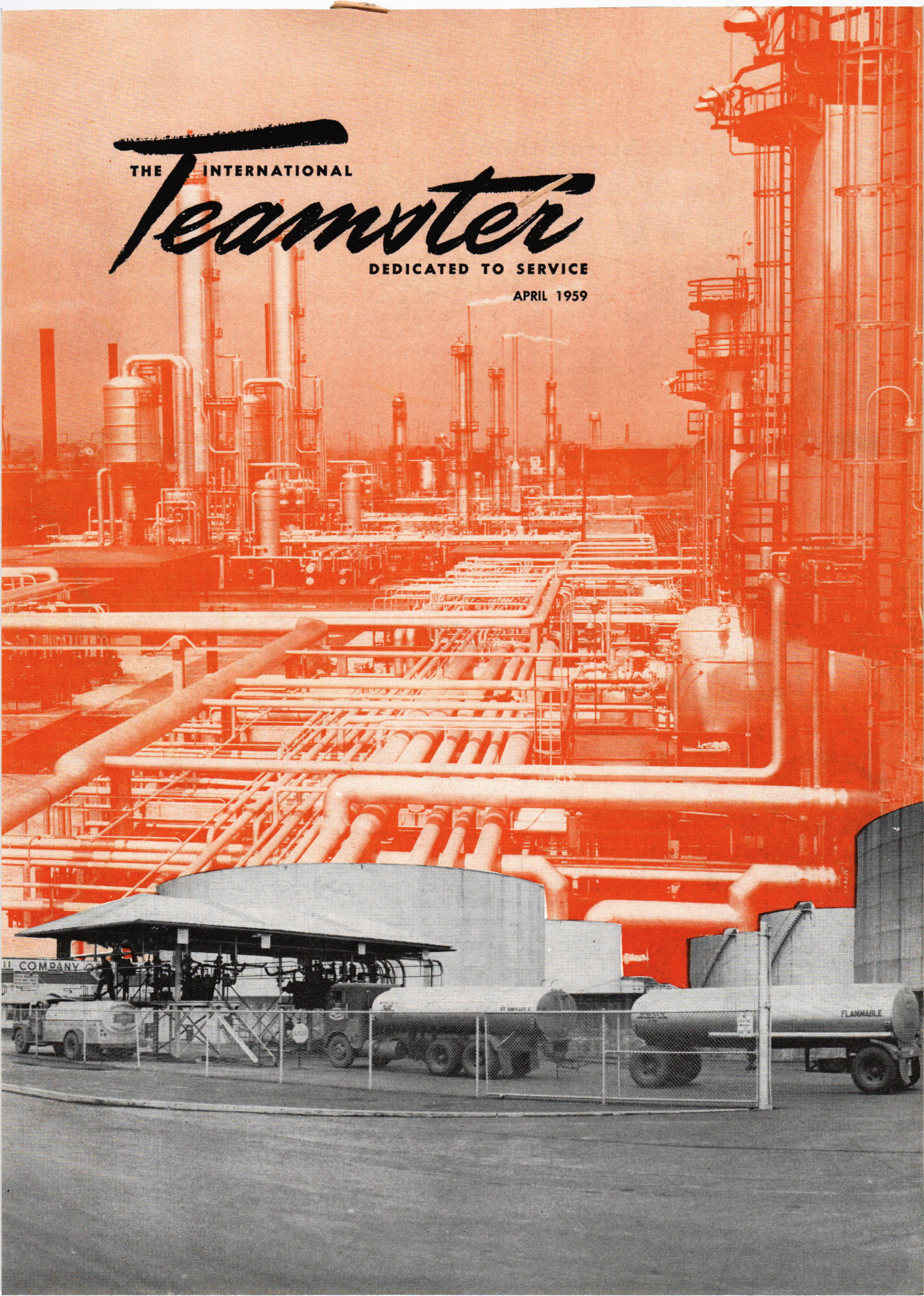


THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

APRIL 1959





Teamsters Salute . . .

WYOMING

WYOMING is called "The Equality State" because it was the first, in 1869, to bestow equal suffrage on women. Before universal suffrage was nationwide, the joke was: "'Way out West, where men are men and wimmen are voters!"

Composed of parts of all four U. S. land assessments west of the Mississippi, Wyoming with its exactly rectangular 97,014 square miles is eighth in size. It was the 44th to be admitted (July 10, 1890) and was organized a Territory July 25, 1868. Its 1950 census population of 290,529 ranks it 47th in the 49 states but when Hawaii enters, it will drop to 48th.

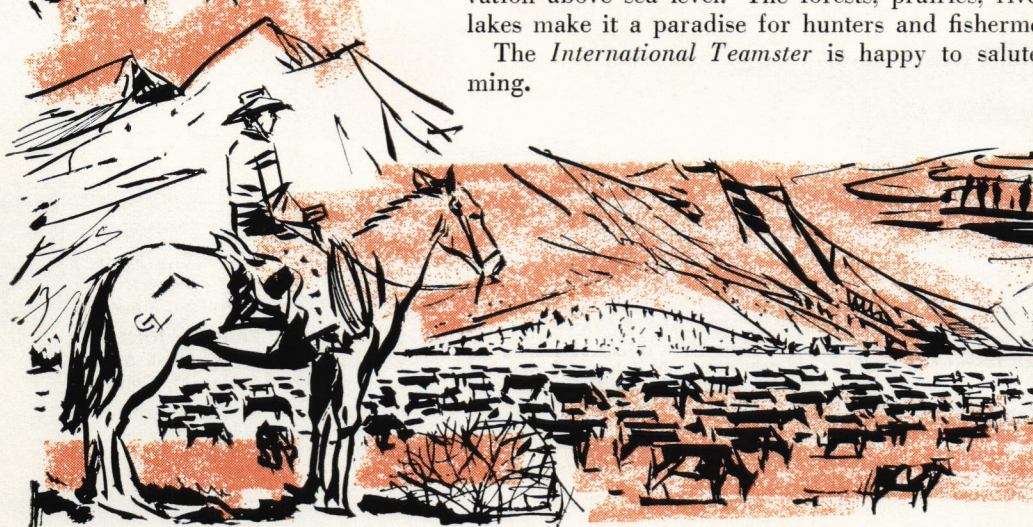
Probably the world's most spectacular scenery is contained in the 2,213,207 acres of Yellowstone National Park, most of which is in Wyoming. Millions of tourists have seen and marvelled at its vistas. Old Faithful, Mammoth Springs, the falls and the wistful bears which roam through the park. Tourism is the state's third industry.

Sixty-five per cent of the population derives its livelihood directly or indirectly from the first industry, agriculture; cattle, sheep, beans, cereal crops, potatoes and beets being leaders.

Great mineral resources, as yet not fully developed, are in the state. The coal reserves are probably larger than any state's. Principal products in order of importance are petroleum, coal, natural gas. Uranium production has already begun in the state. Minerals are third in state importance.

"Wyoming" is an Algonquian Indian name meaning "large prairie place" and was originally applied to the northeastern portion of Pennsylvania. No one knows who transplanted the name to the present state. It is largely an elevated plateau and its mean elevation of 6,700 feet make it second only to Colorado in mean elevation above sea level. The forests, prairies, rivers and lakes make it a paradise for hunters and fishermen.

The *International Teamster* is happy to salute Wyoming.



THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

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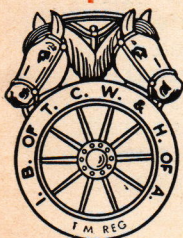
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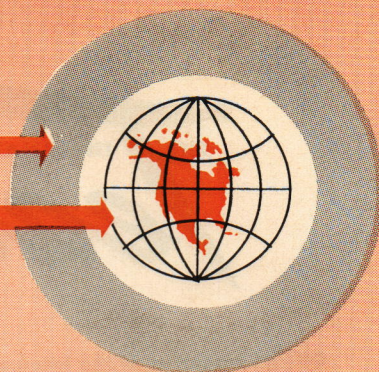
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Los Angeles 15, Calif.

RAY COHEN
105 Spring Garden St.,
Philadelphia 23, Pa.

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reCAP



• State employees in Missouri and Michigan are signing up for Teamster membership. In Missouri, the IBT has chartered a new local—No. 774—at Jefferson City to cover the 2200 maintenance employees in the state highway department. Several hundred have signed authorization cards and of the 10 highway districts, Teamsters have members in eight. At Dearborn, Mich., 350 city employees are in the process of organization.

• The American Trucking Association has attacked a new railroad rate scheme as a "weapon of destruction" which would tend to tie large shippers' traffic to the rails and injure both smaller shippers and competing carriers. In a petition filed with the Interstate Commerce Commission, the ATA and six other waterways and trucking agencies asked the ICC to either throw out or suspend for a hearing an "agreed charge" rail rate on pipe and tubing from Ste. Marie, Ontario, to Chicago. The "agreed charge" would allow the railroads to sharply reduce rates to shippers who agree to ship a fixed high per cent of their annual traffic by rail.

• The Teamsters scored another big organizing victory last month in Sioux City, Ia., where meat drivers for the Sioux City Dressed Pork Co. voted, 102 to 4, in favor of IBT representation.

• President Hoffa's stand against a shorter workweek at this time drew editorial praise from the New York Mirror. "When he said that the Teamsters would not ask for shorter hours," the Mirror wrote, "he made a contribution to labor economics." Hoffa said recently that shorter hours would not solve unemployment until the worker earned enough take-home pay to rule out the temptation to take a second job (moonlighting) during his off-hours, usually at non union wages which would threaten union standards.

• A new minimum wage rate of \$1.68 per hour in the evaporated milk industry has been determined under the Walsh-Healey Public Contracts Act. Teamster economist Abraham Weiss represented the union in the hearings which led to the new minimum wage determination. Previous determination was \$1.00 per hour. The Teamsters asked for a minimum of \$1.70, got \$1.68.

• Walter Winchell recently quoted President Hoffa on why the Teamsters Union keeps growing: "Because a teamster brings home a fat pay envelope. That automatically allies us with the strongest of all unions—the Wives Union."

• President George Q. Lynch of the Pattern Makers Union, in a recent letter to President F. P. Slater of the Amalgamated Lithographers of America, commented on the memorandum of understanding negotiated between the ALA and the International Typographical Union. Lynch wrote: "In this age of pressures from above it is refreshing to read about freedom of choice and voluntarism. The memorandum is also important because of what it omits. You have omitted a code of ethics to regulate the conduct and morals of those who may perhaps be less sinful than the code authors. You have not included the participation of outside moral advisers in matters that are your collective responsibilities as elected officers of your respective unions. You have not set up outside financial supervisors to pass upon the merits of expenditure. Only the collectively dishonest need that outside supervision. By these omissions and commissions you have stated eloquently that your respective unions belong to your members and from these members will come the leadership capable of meeting and solving present and future problems. That, sir, is trade unionism as it should be."

Freedom of Association

MILLIONS of Americans—among them many thousands of our Teamster members—have fought and died to protect one of our most cherished rights—freedom of association. Such rights as freedom of assembly and freedom of speech are essential to the very concept of the freedom of man. When these rights are abused or denied, it is cause for grave alarm.

Yet, the American worker—G.I. in time of war, decent citizen in time of peace—has experienced abuses and denials of these rights in his fight to win a fair standard of living. In the 1930's, while the labor movement made its great surge toward organization, working men and women were refused meeting halls; police escorted their speakers to jail for "investigation" until the meeting dispersed; every conceivable roadblock was placed in their way by powerful economic interests and their political counterparts to prevent them from exercising their right to free association.

While the worker has made considerable progress in securing his rights, he is still a long way from full freedom. The Esso workers in Baton Rouge, La., for example, could tell you about an episode last month.

They invited Teamster officials to their city to discuss affiliation. First they were denied the use of an airport hangar owned by the city, on the grounds it was hazardous for a large group to use it for a long period of time. Then they were denied the use of a city recreation building, for the stated reason that the meeting would not further the city's recreational program. Finally, they rented the Veterans of Foreign Wars hall, only to have their check returned a few days later. The VFW said it was against its policy to become involved in labor matters. The only hall available to them was the United Mine Workers hall. Police cordons lined the highways, surrounded the hall, circulated among the crowds. They finally held their meeting, but the workers, including the veterans of foreign wars among them, must have wondered hard about their state of freedom.

Labor organizers experience similar difficulties day after day in this year of 1959. Canton, Miss., for example, recently passed an ordinance requiring that organizers must be licensed, and must reside in the city for three months before soliciting union membership. Similar restrictions exist throughout the South. Organizers are jailed for investigation, and invited out of town. Their cars are followed, and their person threatened. Motels where they reside have been burned. In December in the state of Florida, a Teamster picket captain was shot and killed by hired goons.

Nor does the North escape blame. Just three years ago, strikers at the Perfect Circle plant in Newcastle, Ind., were fired upon by armed guards.

And in neighboring Canada, with a tradition of freedom similar to ours, striking Woodworkers in Newfoundland found their organization outlawed by their government because they sought to win a better way of life.

Several weeks ago, a delegation from the Interna-



tional Labor Organization visited Teamsters Union officers to discuss this question of "freedom of association" in America. We are proud of our country, as all our members are. But pride and patriotism do not rule out criticism, and we told the delegation that America will continue to suffer in the eyes of the world until full freedom of association is granted to the workers of this country. As long as employers continue to intimidate their employees, and as long as employer-supported politicians cooperate in stifling the right to organize, we cannot say that we have won the fight for freedom and dignity for all men.

This same fight is being waged, in many ways, in the halls of Congress right now. Anti-labor legislators are hoping to pass laws which will hamper, rather than aid, the right of workers to free association.

It should be made clear at this point the true position of the Teamsters Union on the pending bills. We do not oppose in principle the provisions for reporting and disclosure procedures, a ban on conflicts of interest, fair election procedures, or limitations on trusteeships. But we do oppose class legislation and we do oppose further governmental encroachment on labor's rights to freedom of association and self-determination.

All of the pending bills establish in varying degrees a "labor czar" who may substitute his judgment for that of the member in areas traditionally reserved for the members of the associations. He may establish qualifications for holding office. He may establish many arbitrary procedural requirements, such as the frequency of meetings or elections. The broad and indefinite language of these bills is an invitation to lengthy litigation which will effectively hamper the operations of trade unions in their legitimate functions. What's more, the bills duplicate laws which are already on the books and which, if enforced, would cure whatever ills exist in the labor movement.

If "freedom of association" means anything at all, it means that the American worker, not his government or his employer, must determine his own destiny. This is his basic right, and it is worth defending.

Fraternally yours,

A large, stylized handwritten signature of J. R. Hoffa. The signature is written in dark ink and is highly cursive, with the first letters of the first and last names being prominent and capitalized.



Local 135 Member Cited for Heroism

Floyd R. Smith, a member of Teamster Local 135 in Indianapolis, Ind., has been cited by the American Trucking Associations for the industry's highest award for heroism—the "Pro-Meritis" medal.

Smith, who lives in Zionsville and is a truck driver for A & H Truck Line of Evansville plunged into an ice-covered creek near his home and rescued two children from drowning after they had broken through the thin ice.

Observing the near tragedy, Smith dove from a bridge through a hole in the ice created by the children and brought one of them, eight-year-old Elaine Buckmaster, from the icy water. Then he swam back to help the girl's four-year-old brother, Robin. He was forced to make several dives before he discovered the youngster trapped beneath the ice.

After returning the boy back to the edge of the creek, Smith directed the artificial respiration efforts which saved Robin's life.

Said Gene San Soucie, president of Local 135: "Our organization is honored to have a man as Floyd in our union. His action in saving the lives of those two children, exhibits great personal courage. Our entire organization is deeply grateful that such a man as Floyd was there when the accident occurred."

Sam DeMoss, 74 Taken by Death

Teamster officials and members throughout the 11 Western States were saddened to hear of the recent death of Sam DeMoss, president of Local 353 and vice-president of Joint Council 28 in Seattle, Wash.

The former West Coast Teamster

leader pioneered the early organization of Local 353 which represented retail delivery salesmen in the Northwest. He served as the Seattle Teamster organization's secretary-treasurer from 1930 to 1954 and was at one time secretary-treasurer of the Western Conference.

DeMoss was widely known for his civic and public projects and was a member of the board of Harborview County Hospital for eight years. He served as a member of the Washington State Personnel Board for six years.

William Griffin, Director of the IBT's National Miscellaneous Division, a life-long friend of DeMoss, said that the Western labor movement "has lost a truly great labor leader in his sudden passing."

"Sam was one of those people who put the Teaming movement first, above everything," Griffin said. "His counsel will be sorely missed in the Western Conference."

Surviving are his wife, Hazel Marie, and a sister, Lucy King DeMoss of Cincinnati, Ohio.

Local Fights to Save Jobs in Beer Industry

Local 993 in St. Paul, Minn., last month took on a fight against McLean Distributing Co. in an effort to protect the jobs of 64 drivers and helpers formerly employed by Hamm's Brewing Co.

Although the local's contract with Hamm's runs until June 30, the brewing company last November discharged its drivers and helpers and turned the distribution of its products over to McLean.

McLean refused to hire Hamm's drivers and helpers on a seniority basis, insisting they had a right to pick and choose and further insisting that all such drivers and helpers would be considered as new employees, despite

the fact that the Hamm's contract was still in force.

On Dec. 1, 1958, McLean fired all former Hamm's drivers and helpers, and when they applied for unemployment compensation, McLean objected to the claims.

Local 993 is appealing the case to the U. S. Supreme Court after the district court failed to exercise jurisdiction.

Teamsters Win Safety Awards

Teamster and Operating Engineer members were recently honored in East Chicago for over a million man-hours without lost time due to accidents.

The contracting firm of Arthur G. McKee & Company hosted a safety award dinner for the construction union workers.

"This achievement," said management, "has never been equalled in this type of work. This record is particularly impressive when one considers that injury rate for construction has always been very high."

No-accident records were kept according to National Safety Council requirements and covered such hazardous work as excavation, hydraulic dredging, machinery setting, and steel erection.

Representing the Teamsters' Union at the dinner were Matt Boss and Al Van of Local 731; Pat Morris and Martin Freeman, Local 786 and Pete Sawochka of Local 142.

Western Conference Appoints Economist

Bruce Poyer of San Francisco has been named economist for the Western Conference of Teamsters, reports Einar O. Mohn, Conference Chairman.

The San Franciscan economist, who plans to join the Conference staff April 15, comes to the Teamsters' Union with a broad background in labor affairs involving collective bargaining.

He is a graduate of the University of Colorado and obtained his master's degree in economics from the University of Wisconsin. Since 1956 he has held the post of Executive Secretary of the San Francisco Local of the American Federation of Television and Radio Artists where he directed considerable statistical work and contract negotiating for the union.

He has served in a like capacity for the American Guild of Musical Artists in Bay City.

Teamsters Lend Aid to Refinery Workers

SOME 4,000 employees of Eastern Standard Oil in Baton Rouge, La., this month weighed the question of joining the Teamsters Union after the executive council of their independent union voted for affiliation. Next step would be a referendum vote of the membership.

Ten days earlier, President James R. Hoffa accepted an invitation to address the workers and told an overflow crowd that the Teamsters stood ready to aid them in their prolonged contract fight with the giant oil company. The oil workers' independent union has been working without a contract since last July.

The choice was theirs to make, Hoffa told his cheering audience. But, he said, "regardless of your affiliation with our Union, regardless of your affiliation with any union you may choose, a union is only as strong and powerful as the workers themselves."

The meeting took place in an emotion-charged atmosphere that saw the oil workers denied the use of an airport hangar on the pretext it was a "fire hazard," and also denied use of the Veterans of Foreign Wars hall. The meeting finally took place in the United Mine Workers hall.

The Louisiana State AFL-CIO Council also tried to get into the act by attacking the Teamsters in full-page ads, urging the workers to stay away from the meeting. An overflow crowd was the answer, with loudspeakers set up outside the hall for those who could not get inside.

Hoffa described the state AFL-CIO action as "a most unfortunate situation" where "supposed representatives of labor attempt to deprive other citizens of this great community from having an opportunity to discuss, ask questions and be informed as to the status of the Teamsters International Union."

Hoffa told the Esso workers that their situation was one with which he was very familiar, "since in the year of 1932 I held my first union meeting at the age of 17. I can well remember the sit-down strikes of Michigan. I can well remember the tremendous corporations—General Motors, Ford, and Chrysler—who declared they would



never be organized, never respect or give in to the desires of the workers.

"Yet I say to you that over the long period from 1932 to 1959, I have had the privilege of seeing the giant corporations of America work together with labor, sit down and work out problems that they thought were impossible. They finally had to recognize that, while they may have had money, ingenuity and brains, they themselves could not produce one single thing without the most humble worker in their plants.

"It is true that you as an independent union have been able to get for yourselves certain conditions, certain wages and many other things satisfying to you. Yet what do we find? We find that, out of the company's desire for more profit—and nobody can say they're poor or underpaid—and out of their desire for more dividends for their stockholders, they have taken it upon themselves to change the family of Esso.

"They have changed it into a cold-blooded situation, through their desire to get a maximum of productivity from each worker, whether he must lose his identity as craftsman, whether he must have multiple jobs he is not assured of, and whether or not he is replaced because he is 50 or over, or whether some individual who went to college to study economics can determine from a book whether or not you are capable of doing your jobs."

Hoffa declared that "the Teamsters International Union with over 800 local unions and 1,632,000 members could get along very well without the group of Esso workers

Refinery Workers

in Baton Rouge. But I say to you that it is our responsibility as a trade union to recognize that what affects you also affects us. We have a common interest—to determine for the sake of our children, for the sake of the future, whether or not we believe what our enemies will print, quoting individuals who have been anti-labor since the day they were born and the day they took public office, or whether we will believe that 1,632,000 American citizens can't all be wrong.

Workers Will Decide

"Whether Hoffa is here tonight, or any other labor representative, ultimately you will be the one to deter-

Plain Talk

Hoffa on Integration

During his question-and-answer period in Baton Rouge, La., deep in the heart of the Southland, President Hoffa was asked this question: How does the Teamsters Union stand on the subject of integration?

A buzz engulfed the audience and Hoffa said: "Just a minute. I never ducked a question in my life." Then he answered as follows:

"I want to answer by saying first of all that I recognize only one type person in the United States and that is the American citizen. And I recognize the fact that all blood is red. And I recognize the fact that when we had a war, regardless of race, color or creed, we banded together.

"And I recognize the fact above and beyond all, that human beings, being what they are, must live together or have individuals take advantage of their separation.

"I personally have no hate in my heart for color, whether it be white, black or yellow. And I say to you that it is not a question of integration; it is a question first of whether or not we are all Americans, and second, whether or not we have a right socially to do certain things we want to do as individuals, and third, whether or not by sheer economics we must band together for self-protection to have our social rights.

"Therefore, I say to you that it is necessary to recognize that there can be no division of color, race or creed when it comes to meeting at a bargaining table with your employer. Therefore, you must forget the question of integration but recognize only one thing—that your employer doesn't hesitate to hire regardless of color.

"Those individuals, whether they're white or whether they're black, must be recognized as individuals who can win or destroy a strike, or destroy a bargaining question.

"And therefore, I say to you as an individual, I believe all men are born equal with rights, and whether I get a vote here tonight or not, I will not stand here and tell you that an individual does not have the same rights because of color.

"But I will say to you also that every individual has a right socially to determine whether he associates with one man or the other. That is his own right, but that is not the question here; this is a question of collective bargaining."

The meeting which Hoffa addressed was unsegregated.

mine the type of contract you want, what conditions you want, and what union you want to get those conditions for you."

He said that in an earlier meeting with Esso workers in Elizabeth, N. J., "we discussed the same problems that are apparently your problems here. It is not a question of wages or fringe benefits, but the most serious question of a man's life—recognition of the fact that everybody gets old. It is a question of security, giving to the company the best productivity you can produce but above all, of knowing that when you go to sleep at night, you will have a job tomorrow.

"That job cannot be based on whether or not some individual likes you, or whether some individual wants to destroy a department, but based on the fact that you are an employee of the company, with the right to remain working with the years of seniority, if not in one classification, then in a classification that will maintain your status as an employee of Esso.

"Those are the problems that are important to workers. More and more in this age of ours, more and more in the automated condition of industry, we find that a man 35 to 40 or older is considered an old man. More and more we find that as you leave one job and go to another, it isn't a question of qualification—first and above all it is a question of age—a question of whether or not it will cost the company more money in the future for a pension, for example, not a question of your ability or your productivity.

Day of the Blueprint

"In this day and age, corporations are going to get larger and larger. Workers, no matter how hard they try or how willing they are to work, are subject, if you please, to the day of the blueprint.

"It is a day when somebody sitting in a board of directors meeting in some far-off city can decide we had better do such-and-such for the good of the company, and the manager, the superintendent, the foreman and the group leaders receive mimeographed copies of the orders out of the head office.

"It is no longer a question of taking up individual grievances as such with somebody who has the authority to make a final settlement. It is a question of whether or not your grievance fits into the pattern of the decisions being made in some far-off city.

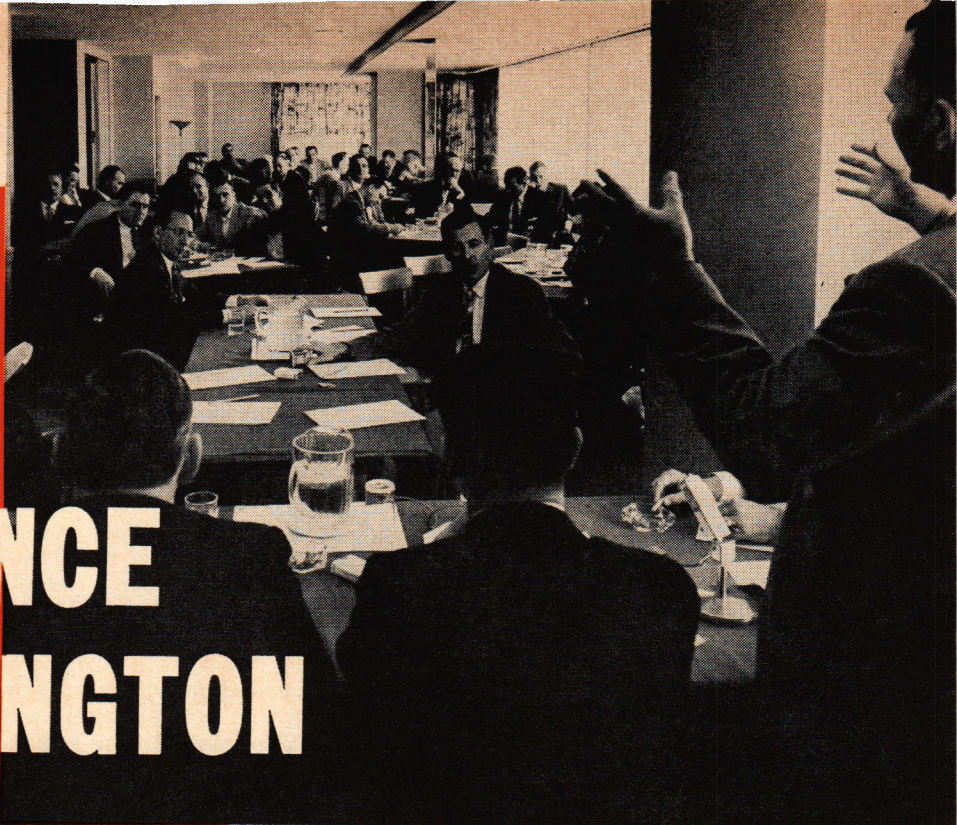
"We have had experience after experience in this country dealing with large corporations, more complex even than Standard Oil—retailing establishments, mail-order houses, grocery chains, truck lines, and all types of operations. We have organized the day-to-day necessities of coordinated action.

"So we are here tonight, not to tell you as the newspapers would have you believe, that you must have the Teamsters Union. Far and away more important here tonight is the question: how do you resolve the problems that face you, the Esso workers, and whether the Teamsters Union can be of assistance to you by offering our facilities, giving you our know-how, and willing to put at your disposal the International treasury of some \$40,000,000.

"Despite the propaganda, despite the harangues of the press, I am the last person to advocate strikes, because I know through my long years of service in the labor move-

(Continued on page 9)

ESSO CONFERENCE IN WASHINGTON



Top officials and rank-and-file members of Esso Independent Unions representing oil refinery workers in Louisiana, New York, Massachusetts, Pennsylvania, Maryland and New Jersey, completed a two-day Esso Conference Sunday, March 22 in Washington, D. C.

Officers and delegates to the Conference worked around-the-clock in discussions looking toward affiliation with the 1,632,000-member Teamsters Union. One of the highlights of the sessions was the support the Conference gave to Esso employees at Baton Rouge, Louisiana who are expected

to ask Esso management for Teamster recognition soon. General President James R. Hoffa spoke to a mass meeting of Esso refinery workers some 10 days ago in Baton Rouge.

Leaders of the Baton Rouge Independent Industrial Workers Association told the Washington Conference that since "Hoffa showed an interest in the problems of Esso employees, management has offered IIWA officials the moon."

Said Marvin H. Holley, president of the IIWA: "They might deliver part of what they offer—but the only reason they are conceding now is that

Hoffa has been to town and they know he means business. If our people were to accept what management is now offering, it would only be a matter of a short time until they withdrew these benefits and perhaps a few more, too. Affiliation with the Teamsters' Union means a contract, not just an understanding. I think the vast majority of oil workers in Baton Rouge will go Teamster."

Baton Rouge Supported

After hearing Holley, Wood H. Honeycutt and other IIWA officers, the Conference sent the following telegram to all officers and Council members in the Baton Rouge area:

"The Independent Unions of the Esso Standard Oil Company meeting in Conference in Washington, D. C.



IBT Vice President Harold J. Gibbons (left) in discussion with (from left) Eddie Lane, Bayway union; John Coppa, Bayway president; Leonard Conte, secretary, Esso clerks; part of the delegation from New Jersey.



Eastern Conference Director Thomas E. Flynn addresses Washington session. Seated, center, is Vice President Gibbons, who represented General President James R. Hoffa, and (left) Andy Contaldi, secretary, Local 866.

Refinery Workers

this 21st day of March, 1959, consisting of officers and delegates from Esso Independent unions in New Jersey, New York, Pennsylvania, Louisiana, Massachusetts and Maryland, have gone on record as giving wholehearted support and encouragement to the decision of the Baton Rouge employees of Esso to seek affiliation with the International Brotherhood of Teamsters as the best possible means of improving their collective bargaining strength.

"This Conference of Esso Independent Unions strongly urges that all Baton Rouge employees of Esso and the members of every section of the Independent Industrial Workers Association at Baton Rouge designate the International Brotherhood of Teamsters as their authorized representatives for the purpose of collective bargaining.

"The Conference wishes you every success in your efforts to obtain much needed job protections and improvements in working conditions through affiliation with the International Brotherhood of Teamsters."

President Hoffa called the Conference's support of the Teamsters' organizing effort in Baton Rouge "a firm stand for the principles of the trade union movement."

Hoffa said that the Teamsters' Union welcomes the opportunity to assist Esso Independent Unions in whatever way it can.

"From the reports given to me by Vice President Gibbons, who represented me during the Washington meetings, it seems clear that Esso workers are not going to be fooled by offers from management which only two weeks ago they would not even discuss," Hoffa declared.

Vice President Gibbons told the Conference that it is high time Esso Standard Oil Company realized that they were not dealing with a gallon of gas, but with human beings. "Nor are they dealing with other petroleum products," Gibbons said. "They are dealing with people who have helped build Esso into the giant it is today."

Labor Council

Another action of the Esso Conference was the approval of the forming of a permanent Esso Labor Council which will work with the Teamsters' Union on problems facing Esso employees in a half-dozen states.

Two representatives from each Independent Union will serve as delegates to the Council.

The Conference closed its Washington meetings with a telegram to

General President Hoffa, thanking him for the International Union's interest in the problems of Esso workers. The full text of the telegram follows:

"Officers and delegates to the Conference of Esso Independent Unions, concluding their two-day session in Washington, D. C., wish to express to you, President Hoffa, their deep appreciation for having made this Conference possible.

"We have learned much of the background of the Teamsters' Union through your representatives who have shown a keen interest in the problems of the Esso worker. We like what we have learned.

"We leave this Conference assuring you that what has been discussed here will serve as a guide in our deliberations and in the deliberations of those workers we represent concerning affiliation with the International Brotherhood of Teamsters.

"Again let us take this opportunity to thank you for every courtesy shown to us by you and your representatives during this great Conference. Many of us who have not had the pleasure of meeting you, look forward to that opportunity in the very near future."

The telegram was signed by 58 officers, delegates and rank-and-file members of seven Independent Unions attending the sessions.



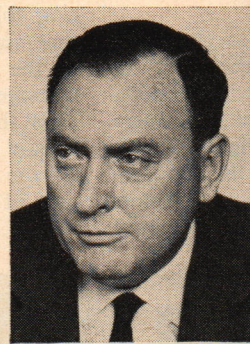
Marvin Holley
IWA President



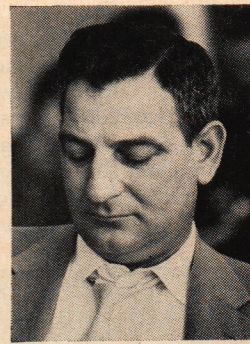
Leonard Conte
Esso Clerks



Nick Philippa
Esso, Bayonne



Charles Winters
IBT



H. Kolodziejczyk
Esso, New Jersey



W. H. Honeycutt
Esso, Baton Rouge



Joe Cotter
Eastern Conference



Thomas Owens
IBT Petroleum Director



Eddie Lame
Esso, New Jersey

Hoffa: 'Workers Must Decide' (Continued from page 6)

ment that only a fool calls a strike that isn't necessary. Only a fool fails to take into consideration the ultimate end of a strike.

"I know full well that corporations the size of Standard Oil, with their influence all over this world, are far better able to recognize massive strength than they are to recognize individual strength.

Richest Company

"Your corporation is without question one of the richest corporations in the world. Your corporation beyond doubt is headed by some of the finest brains in this country, and has the finest corporate structure in this country. But they likewise have one weakness of most corporations—they want to get everything they can from their workers without realizing that the worker is not ready to accept everything the corporation might think is right.

"Such problems, I am told, have been discussed day after day with the top executives of your company, and never have they been able to resolve those individual questions. And so you are here tonight to see for yourself whether or not the Teamsters International Union knows what it is to represent labor, to coordinate operations throughout the country, to use their economic strength. I can say to you justifiably that this union, on its own reputation, has welded our 1,632,000 members into one of the strongest unions in existence anywhere."

Hoffa told the cheering assemblage that "you and you alone must decide whether your independent union in Baton Rouge and the independent union in New Jersey and elsewhere can compete with each other, whether or not you have the financial stability and the economic means

of getting from this company what you need. That must be your decision, not mine.

"But I will say to you by way of advice, that transportation is one of the vital links of industry in the United States. Whether it be oil, whether it be manufacturing, transportation is the key and transportation is organized in the Teamsters and is at your disposal.

"Another thing I say to you is that progress cannot be stopped. If it meant you would never join our union in your life, I must say that progress cannot be stopped. Progress must go ahead, not for ourselves, but for our children and their children. But likewise progress must be orderly. Likewise, individuals must have a right to determine by negotiation what classifications are necessary to carry the evolution of progress. Likewise you must have the right to negotiate the question of seniority, whether it be plant-wide, whether it be department-wide. You must decide whether or not, as an independent union, you can secure for yourselves in your contracts the necessary provisions dealing with seniority.

"The next question is the question of grievance machinery. For many, many years, I have fought the battle, fighting for the Teamsters in the Middle West, against arbitration. I am firmly opposed to arbitrating problems of human nature.

"I do not believe that any worker sitting here tonight in the audience would want to place in the hands of some professor or in the hands of some engineer or lawyer, the question of whether or not you should work. I think, rather you would place this question in the hands of workers in the plant whom you see every day."

Hoffa followed his address with a lengthy question and answer session. He told the Esso employees that "one of the delights of newspaper editors, the TV and the radio is to say that a speaker talks to what they call a 'captive audience,' and then walks away. The following day they say in big headlines that a captive audience listened and had no opportunity to speak from the floor. So that this will not happen tonight in Baton Rouge, I will submit myself, if you please, to answer any question anyone here desires to ask concerning our organization or concerning myself."

Vice Presidents Harold J. Gibbons, Hoffa's executive assistant, and Murray W. Miller, chairman of the Southern Conference of Teamsters, also addressed the workers.

VFW Denies Hall

"Freedom of association" got knocked around a little bit in Baton Rouge before the United Mine Workers offered their hall to the Esso independent oil workers union to hear President Hoffa.

The Veterans of Foreign Wars earlier had rented their hall to the Esso workers, and later returned the deposit, stating the VFW had a policy of "not taking part in labor matters." The post commander lamely explained return of the deposit by saying that the hall had been rented through error in his absence.

The city fathers also took part, first denying Esso workers the use of Hanger No. 2 at Ryan Airport, former Air Force base, because "of the danger inherent in the use of such a building by several thousand people for several hours." Later they denied the use of the airport recreation building, stating that such a gathering was not in the best interest of the city recreation program.

Willie DiPaola, president of the Mine Workers local, then offered the use of his union's facilities, stating: "When God-fearing people who live in a democracy are denied the right to assemble, we feel that is going too far."

Oil Station Workers Seek IBT Membership

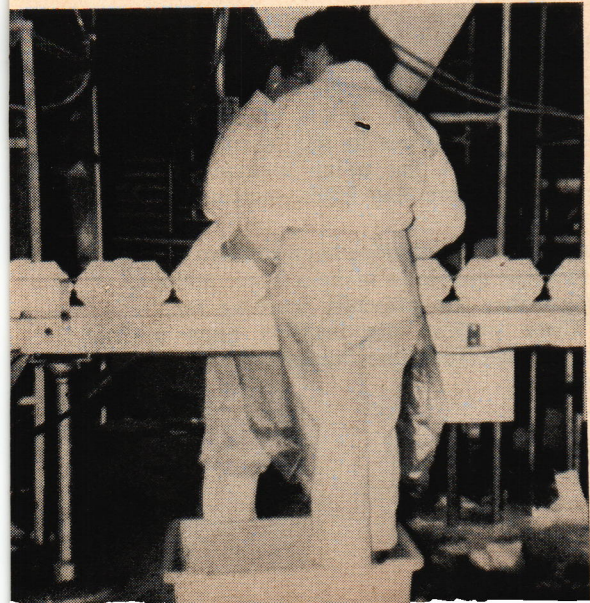
Workers in non-union gas stations in the Minneapolis area are petitioning Local 977 for union membership, according to a recent report from Ray Flick, secretary of the Minnesota Teamster local.

"Employees at these non-union stations have come to the Teamsters because they are unable to make a living under the sub-standard wages they are presently working for," Flick reported. "These workers are insisting upon a union shop contract so that part-time employees cannot keep their wages down."



CANNERY PROGRESS

Non-union food processing operations still have unhealthy conditions. Here an Oregon girl stands in tub to keep her feet out of the water at frozen food plant.



THE ancient Buick touring car wheezed and coughed to a halt in front of a large California cannery. A sign banging against a 10-foot cyclone fence read "Help Wanted."

A tall, gaunt man with thin, bloodless lips shuffled out of the car leaving a middle-aged woman and a half-dozen small faces pressed hard to cracked celluloid windows behind.

The cannery foreman saw him coming. "You wanta work?" he asked.

"I sure do. How much are you paying?"

"Thirty-five cents an hour, 12 hours a day, seven days a week," said the foreman.

"I can't buy enough food to keep my family going on that," the tall man said.

"Take it or leave it," was the answer he got.

"Look, can't you up that to 45 cents—" A soft cry of hunger from the car behind him overruled further protest. "I'll take it," he said.

"OK," grunted the foreman, "take that wreck behind the cannery and take any shack that's empty. Be back in ten minutes ready for work."

The back of the cannery was not like the front. No white paint. No window dressing—just filth.

Long rows of shacks made from cast-off wooden crates and burlap sacks lined dirty, narrow streets. Tired women with many children watched from unkept doorways as the new family made its way through overflowing garbage cans to one of the

empty shacks. "Misery likes company," commented a woman, "and there's plenty here to go around."

These were the conditions existing at many California canneries only a few short years ago. These were the conditions that the Teamsters' Union was determined to eliminate. How the IBT did it is an exciting chapter in the International Union's organizing history.

Before the end of World War II, there was little or no union organization of cannery workers. The Teamsters opened up their big organizational guns on the West Coast early in 1945. Targets of the organizing drive, which was to see 33,000 workers vote for Teamster representation, were northern California canneries where, in some instances, working and living conditions were a page out of Steinbeck's "Grapes of Wrath." As Western Teamster organizers, who were right in the thick of the California struggle, said: "The cannery workers in that area in 1945 were 'reaping the grapes of wrath'."

The early months of the Teamsters' big push met with stiff resistance from the powerful California employers'

Low wages and hunger fostered these sad conditions in food processing plants. Teamster contracts and legislative efforts have erased use of child labor in industry.

Cannery Negotiations in California

Currently, California cannery unions are at the bargaining table negotiating a new contract for nearly 100,000 cannery workers in the Sunshine state. Teamster negotiators are meeting with representatives of the giant California Processors and Growers Association in an effort to conclude negotiations far ahead of crops that will soon await harvesting.

The union is seeking justifiable wage increases, a 40-hour workweek, substantial improvements in existing health and welfare and pension provisions and broader benefits for the workers in fringe areas.

Taking part in the massive contract talks are union representatives from nine Teamster local unions, supported by the counsel of the Western Conference's Chairman, Vice President Einar Mohn, Vice President George Mock, National Cannery Director, Lew Harkins, Peter Andrade, Director of the Conference's Cannery Division, and many other top Western Teamster leaders.

In another important negotiating session, in the West, Northern California Teamsters are meeting with officials of the frozen food representatives in what is considered to be a bargaining precedent in that industry.

The union is negotiating industry-wide, eliminating former plant by plant bargaining. This new procedure resulted from preliminary talks between Vice President George Mock and freeze plant operators.

"This new approach which embraces industry-wide bargaining will result in a tremendous saving of time, effort and cost of consummating an agreement," Mock pointed out. "Policing of our agreement will be easier and grievance machinery greatly simplified. I am certainly of the opinion that we have added a new and important service to our members by charting this course."

Negotiations are being conducted through the offices of the Teamsters' California State Cannery Council. President of the Council is Vern Pankey. Secretary-Treasurer is Hal Angus.



Cannery Progress

association. For weeks on end the tide of battle swayed back and forth, marked at times with incidents bitter and violent.

By late 1945 the Teamsters had captured an impressive election victory. Cannery workers in northern California voted for a Teamster union shop contract 33,000 to 1,500.

This was the victory that broke the back of the operators. The workers had plenty of nothing, and they stood up magnificently when the chips were down. A Catholic priest summed it all up when he said—"Prior to union organization, the only thing these people had to bargain with was their hunger."

Intent upon taking full advantage of its northern California successes, the Teamster organizing task force moved into southern California, the Northwest and other areas within the 11-Western States. During the next few years great battles were fought over job classification, piece work, equal pay for women, seniority, paid holidays and vacations, shift differential relating to wages and numerous fringe areas. The Teamsters won these battles and the workers gained greatly improved benefits because of the union's victories.

By 1953, the format of cannery organization had swept into every Teamster jurisdiction in the nation. It was in this year that the International Union established a National Citrus, Cannery, Food Processing and Produce Division, which is generally referred to as the National Cannery Division. The Division's current Director is Lew Harkins, a product of the West Coast who figured prominently in the early history of cannery organization in the Far-West.

The Division is the nerve center for all local citrus, cannery and other food processing unions across the country. Its affiliate members are workers employed in canneries, citrus, frozen food plants, dehydrating industries, dried fruit and nut operations.

The National Division has made great strides toward uniform national conditions for all citrus and food processing workers in the nation and has been largely responsible for such gains as non-contributory health and

Flashing cans rumble down conveyor belt in Northwest cannery into skilled hands of packaging crew. Workers are members of Local 670 in Oregon.



Pathetic scenes like the one here, were commonplace before union organization came to canneries. Children were locked in cars while the parents worked.



The International Teamster

Cannery Progress



Canneries today are far cry from unsafe plants of a few short years ago. Teamster organization did great deal to improve processing safety standards.

welfare and pension programs for its members.

Cannery workers throughout the country have based their choice of Teamster representation on the dramatic record the union has established in the field of collective bargaining. Many veteran food processing workers, both men and women, vividly remember deplorable wage rates of 15 to 20-cents per hour before union organization. Today, these same workers are enjoying wage scales in excess of \$2.00 per hour. Pay scales for women employees in top work brackets are above \$1.70 per hour.

Always the pioneer in the area of fringe benefits, Teamster Cannery Councils in America were the first to introduce health and welfare and pension programs as items for negotiation in the food processing industry. Paid vacations and holidays plus 40 and 48-hour workweeks, which were non-existent a few years ago, are prime conditions in cannery labor agreements today.

On the legislative front, Teamster cannery officials have been conducting a never-ending fight against food processing lobbyists who have won special exemptions for canneries from certain regulations of the Federal Fair

Labor Standards Act. These exemptions have allowed canneries to work employees unlimited hours, 14-weeks a year, and on a 56-hour week another 14.

Perhaps the most important step taken by the Teamsters on the legislative level in behalf of the cannery worker's welfare has been the Union's position on unemployment compensation. In many states where the union represents food processing employees, it has been successful in keeping citrus and cannery workers fully covered by the Acts, and has in most instances, kept the employees' benefits equal to those afforded workers in other crafts.

Hard-hitting organizing drives and firm positions during collective bargaining have served as the vanguard of Teamster accomplishments in bringing to the food processing worker a decent standard of living for himself and his family.

Teamster negotiators have made great progress toward equal pay for women employees. Here, 100 busy fingers pack pickles at large West Coast cannery.



Monitor Wells Resigns; Praises IBT Progress

(EDITOR'S NOTE: The following is the full text of a letter written to U. S. District Judge F. Dickinson Letts by Teamster Monitor L. N. D. Wells, Jr., announcing his resignation as Teamster Monitor. Judge Letts accepted Mr. Wells' resignation with regret.)

"I hereby tender my resignation as a member of the Board of Monitors of the International Brotherhood of Teamsters. As I advised you last November, I was apprehensive that I would not have the time to continue to attend to duties as Monitor without serious effect upon my law practice in Texas. I accepted appointment as Monitor, more than a year ago, believing that it would require part-time absence from my home and law practice for a period of one year. It now appears that the duties of the Monitorship are requiring almost full-time attention and that the duration of the Monitorship may extend for many months, depending on the disposition of litigation now before the Court of Appeals. In these circumstances my obligations to my family, my law partners, and clients of my law office make it necessary for me to submit my resignation and request its early acceptance.



L. N. D. Wells, Jr.

Affairs of Union Improved

"I am happy to report my observation that the affairs of the Teamsters Union are greatly improved over those prevailing when the present administration took office. As is indicated in the formal Monitor reports, filed with your court, Monitors have unanimously found the present union constitution to be a great improvement over that under which the prior administration operated. Monitor investigation has disclosed that present International Union officers hold no financial interests conflicting with performance of fiduciary duties as officer of the International. Financial procedures and controls of the International Union are as Price-Waterhouse has reported: 'Complete, orderly and well kept by Union officers and employees (who) have a high order of capability and interest in and earnestness about their work.'"

"Initial progress in the return to local autonomy of almost half of the 'trusteed' local unions has been slowed pending final determination of the validity of the order issued by my colleagues on the Monitors Board, freezing some 50 locals in trusteeship status. Many of these are ripe for return to local autonomy, and election by which the members may elect their own leader and policies can be held promptly upon the Monitors acquiescence.

Proud of Reform

"I am particularly proud of the substantial reforms effected by the present administration in the conduct of intra-union trials and appeals, which the record of the past

year shows have been conducted with scrupulous regard for due process of law and the rights of individual members. Again, as our unanimous reports on file with your court indicate, careful Monitor surveillance of these trial and appeal procedures has resulted in almost every instance, in Monitor agreement with the disposition of such matters proposed by union trial boards. In the few instances where lack of due process was suggested, union officers either themselves returned to the case for retrial, or quickly agreed to Monitor suggestion that this be done.

Controversy

"The unfortunate controversy which has developed between the majority of the Monitors and the union relates to only ten of the Monitor actions. As my dissents in these matters more fully state, our disagreement revolves principally around the majority's insistence 1) that actions with respect to individuals alleged to have engaged in misconduct under prior administrations be determined by procedures which in my view are not authorized by the Union Constitution and do not afford due process of law; and 2) Monitor insistence upon union adoption of election procedures and membership eligibility requirements which, in my view, are either contrary to, or unauthorized by the Union Constitution. It now appears that Monitors and Union are in full agreement as to the desirability of prompt appellate determination of these issues and are cooperating with each other to this end.

Improvements Needed

"Whatever may be the result in the Court of Appeals, my experience of the last fourteen months as Monitor convinces that further improvement in the affairs of the union requires prompt consideration and adoption by the membership of necessary further improvements to the Union Constitution. Present restrictive provisions with respect to eligibility for office should be liberalized. Specific constitutional provision should be made regarding merger of local unions. Standards of fair election procedure should be written into the constitution. The membership should be promptly afforded opportunity to determine by constitutional provision whether they desire to adopt these additional reforms, as well as others which have been suggested in our previous reports to the Court.

"I regret that the personal considerations set out above make it impossible for me to remain on the Monitor Board to help effectuate these further improvements. I am most honored and grateful for your confidence in me and the opportunity as an officer of your Court to serve the interests of the membership of this great International Union.

New Teamster Monitor Named

Daniel B. Maher, a prominent Washington attorney, has been named to replace L. N. D. Wells, Jr. as a member of the Teamster Board of Monitors.



Daniel Maher

Wells resigned as the Teamster-appointed monitor to devote full time to his private practice in Dallas, Tex. His resignation was accepted by the International Union and the Court with regret.

Maher, who is 53 years old, was admitted to the Bar in 1935 after several years of attending night school in New York City, Fordham University, New Jersey School of Law and Columbus University night school.

Earning his degrees the hard way, Maher worked during the day as a newspaper reporter on such publications as the *Newark Star Eagle*, *Asbury Park Press*, *Washington Post*, *Jersey Journal* and *Newark Sunday Call*.

In 1940, he was appointed Assistant U. S. Attorney. Shortly after his appointment he was placed in charge of the Civil Division of the United States Attorney's office. In this post he defended executive officers of the government in civil cases.

In 1946 Maher became special counsel for the District of Columbia's Board of Commissioners and was the legal adviser to the board's chairman.

He returned to private practice in 1949 and has represented many prominent figures appearing before Congressional committees.

He resides in Bethesda, Md., with his wife and five children.

Appeal Set

The U. S. Court of Appeals has set April 15 for hearing of the Teamster appeal against Judge F. Dickinson Letts' recent action modifying the consent decree establishing the Board of Monitors. The Appeals Court also issued a stay of Judge Letts' order, pending a ruling on the appeal.



Chicago Teamsters Greet Hoffa

A five-minute standing ovation greeted President Hoffa following his talk to the members of Chicago's Teamster Local 705 last month. Rank-and-filers then jammed the platform to talk to the General President. Shaking hands with him in this photo is Lewis F. Peick, secretary-treasurer. At right, President Fred M. Tiedt.

Big Organizing Victory Scored By Teamsters at Colonial Stores

A major organizing victory has been won at Colonial Stores, one of the 10 largest grocery chain stores whose Southern branches have been among the last remnants unorganized in this field.

Eastern Conference organizers conducted successful campaigns in Norfolk and Richmond, Va., and Raleigh, N. C., during March and the workers voted for Teamster membership by overwhelming margins in NLRB elections.

The first Southern Colonial store to be organized was in Raleigh, where truck drivers and helpers, warehousemen and garage employees voted 130 to 35 on March 11 in favor of representation by Local 391.

Vote for Teamsters

On March 23, Colonial drivers and helpers in Norfolk and Richmond cast 54 votes for Locals 822 and 592, with only 17 in opposition. Some 150 warehousemen and garage employees

in the same locations will vote on the question of Teamster representation on April 30.

Eastern Conference chairman Thomas E. Flynn described the election results as "one of the most significant recent Teamsters successes. The victory was the culmination of years of planning by the Conference Warehouse Policy Committee, carried out under the direction of conference representatives John Greeley and John Cleveland, and the officers of Locals 822, 592, 391, and 322."

Personal Contact

Flynn pointed out that personal contact was emphasized in the organizing drive and no circulars or pamphlets were utilized. He said that plans are underway for contract negotiations to achieve the same high standards as other contracts in this field.

He noted that these victories are rapidly completing total organization in the grocery warehouse field in the conference's jurisdiction.

ARRONGANT little Bobby Kennedy, McClellan Committee hatchetman, is super-sensitive to criticism. Maybe he thinks his father's millions lift him above the common herd; at any rate, whenever a writer does a serious evaluation of Bobby's slipshod techniques, he decides to "go get him."

Normally, this vengeance takes the form of a rather juvenile letter to the publisher of the publication courageous enough to puncture Bobby's dream. A case in point involves the noted British writer, Anthony West, and the Montreal weekly, *Saturday Night*.

West had been honest and brash enough to raise questions about Kennedy's conduct as counsel for the union-busting McClellan Committee. Kennedy dispatched a missive to *Saturday Night*, doubtless designed to show West the perils of questioning the respectability of one of the wealthy Kennedy clan. *Saturday Night* gave West the opportunity for rejoinder. Here, in part, is what West had to say:

"As your correspondent has said before, this sort of trickery and disregard for the truth is what may be expected of Mr. Kennedy. It is not to be expected from a lawyer with any sense of the ethics of his profession, or from a man in the responsible position of chief counsel to Senate committee. The combination of contempt for the truth, contempt for legal processes, and temperamental instability, (is) shown as clearly in his letter as in his conduct of his office."

West's commentary was prompted in part by a portion of the Kennedy letter which said: "If Mr. West was working for us and made a report on a situation similar to the one that I read in your magazine, as we are interested in facts, I would fire him, because of incompetency."

To which West replied: "After noting that these (words), with all their evidence of the command of language and of the common sense of the writer, are the work of the Chief Counsel of a select committee of the United States Senate, the reader is invited to consider an important difference between Mr. Kennedy and your correspondent. While Mr. Kennedy devotes three and a quarter columns of this magazine calling him a liar, an ignorant booby and an incompetent reporter, he cannot bring himself to quote one single complete sentence written by your correspondent."

West described a typical Kennedy process:

"A witness in private executive ses-

sion delivers himself of a statement running in part something like this, to take an imaginary example:

"I went into the cocktail lounge on the main floor. When I went in, this man came forward to meet me. We said hello, and sat down at one of the tables, in a sort of booth. He pushed this envelope over to me. I

said "What's that?" He said "You have it coming to you." I said "I don't want that." He said "Oh, sure you do." He pushed it into my side pocket. We had a couple of drinks. I tried to give it back to him before I left, but he wouldn't take it. When I got home I opened it up. There were three thousand dollars in it, etc."

British Writer Hits

Phony Charges:

IN March, Chicago papers and others carried screaming headlines about "excessive payments" made by the reputable Occidental Insurance Co. to its agents for handling union welfare fund insurance.

Bobby Kennedy's flair for making serious charges without substantiating evidence (see accompanying article) was in its fully glory. It turned out that the payments were "excessive" only when compared with a code that was adopted six years after the payments were made!

The testimony reads like a comic opera. This time, several of the McClellan "Players" made an effort to be fair, but McClennan, Kennedy, and one of their hired hands, investigator Martin S. Uhlmann doggedly played out the roles as rehearsed.

Here was the script (from the verbatim transcript):

KENNEDY: Do we find that the brokerage fees that were paid . . . were excessive?

UHLMANN: Yes, we found them to be excessive.

KENNEDY: Excessive in comparison with what standards?

UHLMANN: With the Code of Ethical Practices that has been adopted and accepted by virtually all state insurance departments. . . .

SEN. MUNDT: I think the pertinent point here, if you have made a study, whether the commission paid for this family of companies and unions in Chicago, via Occidental, was a higher commission than Occidental was paying for similar types of business in other parts of the country.

UHLMANN: I do not have before me the commission scale that Occidental has been paying for similar business elsewhere.

SEN. MUNDT: Would you try to obtain it, or did they refuse to give it to you, or was it not available, or

perhaps you did not make an effort to get it?

UHLMANN: I am told that no effort was made to get it. . . .

LATER

SEN. CAPEHART: Your position is that that is more commissions than an ordinary insurance company pays?

UHLMANN: It is my position. I am testifying here only on the relationship between the commissions that have been paid by the Occidental Co. under this policy, as opposed to what it should have been under the Code of Ethical Practices. . . .

SEN. CAPEHART: Are you saying that the Code of Ethical Practices, then, is less than the 10 per cent down that you just related?

UHLMANN: Without a question. It has been pointed out earlier how much less it is. Yes.

SEN. CAPEHART: On exactly the same type of insurance?

UHLMANN: Well, on group insurance, yes, sir. There is a broad category, of course, that we are discussing here. My answer to your question would be yes, without a doubt.

SEN. CAPEHART: Without a doubt?

UHLMANN: Without a doubt. Of course I am quoting entirely from the experts who had developed the code, and who had made a study of it over a period of some four years, as I understand it.

SEN. CAPEHART: Did you check the records of any other insurance companies or just take the so-called Code of Ethics figures?

UHLMANN: I took the Code of Ethics figures, but have had considerable discussions with top officials in several State Insurance departments, whose judgment I regard very highly. I have also discussed it with top officials in at least six insurance companies in several states.

SEN. CAPEHART: And they told you they pay a lower rate?

UHLMANN: By and large, yes sir; a lower rate has always been paid,

Kennedy Technique

"Mr. Kennedy presents this in public session in what I think I am right in calling a slightly altered form.

"Kennedy: You met this man again didn't you in the cocktail lounge of the hotel?

"Witness: I did.

"Kennedy: Did he give you any money on that occasion?

"Witness: He did.

"Kennedy: How much money did he give you?

"Witness: Three thousand dollars."

"The real point is not, however, how it is done, but the use which is made of it. The witness in the example of imaginary examinations given above, will not be cross-examined by counsel after Mr. Kennedy

Up-to-Date

and that in more recent years—of course, since the code was adopted in 1957, they have all inserted that in their contracts, so that the code—

SEN. CAPEHART: Was this insurance written prior to the adoption of the code in 1957?

UHLMANN: Yes, it started, some of it, in 1950 and 1951.

SEN. CAPEHART: Then the next question is: what relationship does this have to the code if the code was not adopted until 1957?

UHLMANN: . . . I am not in a position to testify on that. . . . I would be getting into an area where I just don't belong. I think the reason is obvious, that it involves negotiations between a company and a broker.

LATER

SEN. McCLELLAN: The commissions were excessive, in your opinion?

UHLMANN: Yes, sir.

SEN. CAPEHART: When you talk about it being excessive, you mean excessive over the so-called Code of Ethics that was adopted in 1957?

UHLMANN: Yes, sir.

LATER (Testimony of John P. Dandy, Vice President, Group Insurance Department, Occidental Life Insurance Co.)

KENNEDY: Would you make a contract with a broker now, today, as you made with Mr. Maris at that time, for the same rate of commission?

DANDY: We would not today. May I explain it a little further?

KENNEDY: Answer it, and then explain it.

DANDY: Yes. This was in the very early days of the welfare plans. We started to write them in 1949. This came along in 1950. We had no set scale that we paid for welfare plans. We discussed each case with the agent. We tried to determine what work he had to do with it, how much time he would have to spend, what expense he would have to go to

in travel, and then agree with him on the amount of the commission.

Now, back in 1957, you referred to the Code of Ethics, and I would like to say that one of our top officers also worked on that with the Insurance Commissioners and helped set that scale. We are adhering to that scale 100 per cent. The only thing is that back in 1950, there wasn't any such scale.

KENNEDY: You would say that you paid a considerably higher brokerage rate than you would pay at the present time?

DANDY: Yes. And we also kept higher retentions in those days than we would now, too. Conditions have changed. Competition is getting more fierce every year in this business; not only the commissions have gone down, but so have the companies' profits. So has every part of the retention except taxes.

KENNEDY: You have lowered the brokerage rate lately, have you not, over the period of the past couple of years?

DANDY: Well, we are adhering to that scale now. Prior to that we negotiated, you might call it, with the broker, with the one proviso that we would not allow anything that we considered excessive and beyond what was needed for the servicing and the sale of the business.

That Dandy's testimony refuted the charge that the payments were "excessive" is clear from the record. That Kennedy attempted to set up phony standards so that the "excessive" charge would appear to stand up, is equally clear. Senators Capehart and Mundt prevented him from doing it.

Nevertheless, the press gave full play to Kennedy's malicious charges, and the fact that they were phony was completely hidden from the average reader.

Such is the Kennedy technique.

has done with him, and there will be no further real test of his story or his credibility. Mr. Kennedy will take the telling of the story for its proof, and he will presently be quoting this incident as an established fact.

"You've heard how he paid over three thousand dollars of union money in the cocktail lounge of the hotel."

West continues by pointing out that "Mr. Kennedy has been remarkably unlucky in getting indictments, and still more unlucky in getting convictions, out of his committee's findings. His facts, so carefully nourished and cherished, tend to wilt when exposed to a courtroom atmosphere, just as the witnesses who produce them tend to fade under cross-examination by defending counsel.

"It is not surprising that his cases should be weak when it is remembered how they have been cossetted. Mr. Kennedy's ideas of an adequate test for a witness are not very demanding."

Kennedy, in his letter protesting West's first article, took particular exception to the fact that "Mr. West then stated that for adverse witnesses, I follow a procedure of reading great masses of hearsay, slander, and malicious information." West comments that "Mr. Kennedy cannot deny this and does not do so."

West goes on to say that "the press has repeatedly shown Mr. Kennedy following this procedure. A particularly flagrant example, and actual one, not an imaginary one this time, ran as follows:

"Kennedy: You have a statue of the Virgin Mary in your home, do you not?

"Witness: I decline to answer on the ground that it might tend to incriminate me.

"Kennedy: You keep two revolvers, two pistols, in a wall closet behind that statue, don't you?

"Witness (after a moment in which he fought for self-control): I decline to answer on the ground that it might tend to incriminate me."

"It is not necessary to labor the point of what is happening in this kind of examination of a witness. Mr. Kennedy is simply reading at the witness, into the record, statements by unknown informants who cannot be examined as to their motives or credibility. In the above example, Mr. Kennedy has made the witnesses' practice of keeping weapons in a wall closet behind a statue of the Virgin, a matter of record without in fact, producing one scrap of evidence that either the weapons or the statue exist."



Teamster Committee Opposes Milk Law Change

A proposed change in New York City's health code concerning milk and other dairy products, quickly brought a Teamster committee to the offices of Mayor Wagner to protest against the proposal. Committee told the Mayor the change would destroy sound health laws. From left, seated, are David O'Donnell, Local 602; IBT Vice President John O'Rourke; Mayor Wagner; James Quinn, secretary of Cen-

tral Trades of Labor; Frank Gallon, Local 607. Standing, from left: G. Eade, Local 757; J. Manchester, Local 338; J. Heffernan, Local 757; F. Sweeney, Local 602; J. Cur, Local 602; R. Kieber, Local 680; I. Bogan, Local 584; J. Trerotola, Local 607; W. Eisenberg, independent statistician; F. Brenning, Local 607; Samuel Cohen, labor attorney; Joseph Chamber, Local 607; John Serpinke, Local 584.

The Senate Takes the Fifth

From the New York Herald-Tribune, March 21, 1959

Mr. David Wise, of this newspaper, received a rather impolite brushoff when he attempted to find out what United States Senators were paying their office help. The impoliteness might be regarded as an occupational hazard of journalism. The refusal of the Senate to reveal its individual pay rolls is a more serious matter. No conceivable public interest is served by this kind of secrecy; it can only be assumed that when the Senate, a dozen years ago, decided to veil its payments for such administrative services, it was done because publicity might tend to incriminate or degrade the Senate. In other words, the upper house pleaded the Fifth Amendment in the court of public opinion.

The Senate pay roll works out at \$9,664,000 for the year. This is not a huge sum as government expenditures go. But with ninety-six members of the most exclusive club in the world (two more have been elected from Alaska and soon Hawaii will send its own pair) the appropriation allows almost exactly \$100,000 per Senator. This is a very handsome piece of change, and the people who elected the Senators and will pay the bill are surely entitled to know where the money goes.

Are the Senators renting out any front porches to the government? Do they have precocious sons drawing down a Cabinet member's salary while still in school? How about supporting a private political organization at government expense? The House has done some odd things with its office pay roll in the open light of day. What is the Treasury of the United States financing under the discreet mantle which the Senate has drawn over its acts?

Senator Keating has suggested that the Senate tell all. The voters and taxpayers will give a hearty "amen" to that. The Senate has many legitimate and constitutional prerogatives, but being coy about its pay roll is not one of them. The Fifth won't wash here; if the Senators won't talk they will be justly cited for contempt of their constituents—their employers, the people of the United States.

Strike Notice Failure Brings Ruling by NLRB

Teamster local unions throughout the country are warned that failure to give the Federal Mediation and Conciliation Service 30-days notice of their intent to strike may result in the National Labor Relations Board declaring the strike illegal.

Just recently, the NLRB handed down such an opinion. Here is the case history:

A union, prior to the expiration of its contract, gave the employer the 60-day notice required under the Taft-Hartley Act. The union failed, however, to give notice to the Federal and State mediation service 30-days in advance of its intentions to take economic action.

Held Strike Illegal

When the contract expired, the union struck the company. The NLRB then held that the strike was illegal because of the union's failure to give the Federal and State agencies proper notice. The case resulted in a cease and desist order from the NLRB which further ordered the union to not only give the Federal and State mediation services a 30-day notice of strike intention, but directed that the union give a new 60-day notice to the employer before continuing the strike.

Ward Membership Shows Big Gains

Teamster membership at Montgomery Ward continues to grow with each passing month as the Teamsters Montgomery Ward Council broadens its organizing influence in a number of states from Portland, Oreg., to Baltimore, Md.

At the Council's recent two-day session in Chicago, it was disclosed that a series of NLRB elections which saw Teamster local unions sweep the ballot, accounted for a sharp increase of new IBT members employed at the giant mail order firm.

Elections were held by Local 294, Albany, N. Y.; Local 70 in Oakland, Calif.; Local 162, Portland, Oreg.; Local 413, Columbus, Ohio; Local 406, Grand Rapids, Mich.; and Local 222 in Salt Lake City, Utah. All elections involved truck drivers at Wards.

Over 50 Per Cent Gain

Reports from Wichita, Kans.; Houston, Tex.; Baltimore, Md., and Kansas City, Mo., showed an increase in membership ranging from 50 to 100 per cent over that of a year ago.

Said Don Peters, Chairman of the Ward Council: "The progress our local unions have made over the past 12 months certainly speaks well of the work being done by every organization affiliated with this body. I think that

Ward Emblem



Teamster members everywhere are asked to look for the IBT button illustrated here when they shop at one of Montgomery Ward's retail stores. Teamster members and their families can distinguish union sales people at Wards by the small blue, white and gold IBT pin.

The pin was especially designed for Ward's sales force by the National Teamsters Montgomery Ward Council and will be seen in all cities throughout the country where the store's salespeople are organized.

there is much work ahead for our organization, and I am sure that with such results as have been reported

here, the next 12 months will see ever greater progress."

The Council's regular quarterly meeting also took up the subject of current grievances which have not been satisfactorily resolved and strongly recommended prompt arbitration.

The practice of overloading selling departments with more personnel than is necessary was also discussed. It was pointed out that "overloading" has been a special problem during peak periods and presents a problem that is not specifically described in the contract.

Use Grievance Procedure

"Since this practice cuts deeply into the earnings of our regular salespeople," explained Tom Connors of Local 853, "it is necessary for this Council to take steps to eliminate such practices." Council delegates submitted that future practices of this nature should be drawn to management's attention through the grievance procedure outlined in the contract.

Delegates to the National Council also heard Vice President George Mock, Vice President Murray W. Miller, and Western Conference Chairman Einar Mohn who were guests during the Chicago session.

New York Judge Urges Unions To Lend Aid in Rehabilitating of Ex-Convicts

A New York judge has urged that organized labor set up a program of vocational training inside prison walls.

Judge Samuel S. Leibowitz of the Kings County (N. Y.) Court, in a letter to AFL-CIO President George Meany, said that because discharged or paroled convicts have no job training, six out of ten end up in prison again.

He said that, as rehabilitation centers, American prisons are "stewpots—abject, dismal failures."

Judge Leibowitz wrote Meany that "unless both organized labor and management roll up their sleeves and lend a real helping hand, an army of more than 3,000,000 habitual criminals that now infests the United States will, we are told, more than double in a relatively short time."

He told Meany that the curse of prison is idleness—that most prisoners loaf away their time because no useful skills are taught and no real work is done.

Leibowitz blamed both organized labor and management for shutting the door on prisoners who are released, refusing them a chance at employment. "Many anxious to go straight are welcomed only on the waterfront," he said, and then people complain that the waterfront is swarming with ex-convicts.

Teamsters Union officials have been praised by correctional experts and criticized by the union-hating McClellan Committee for helping provide jobs as truck drivers and warehousemen for men released from prison.

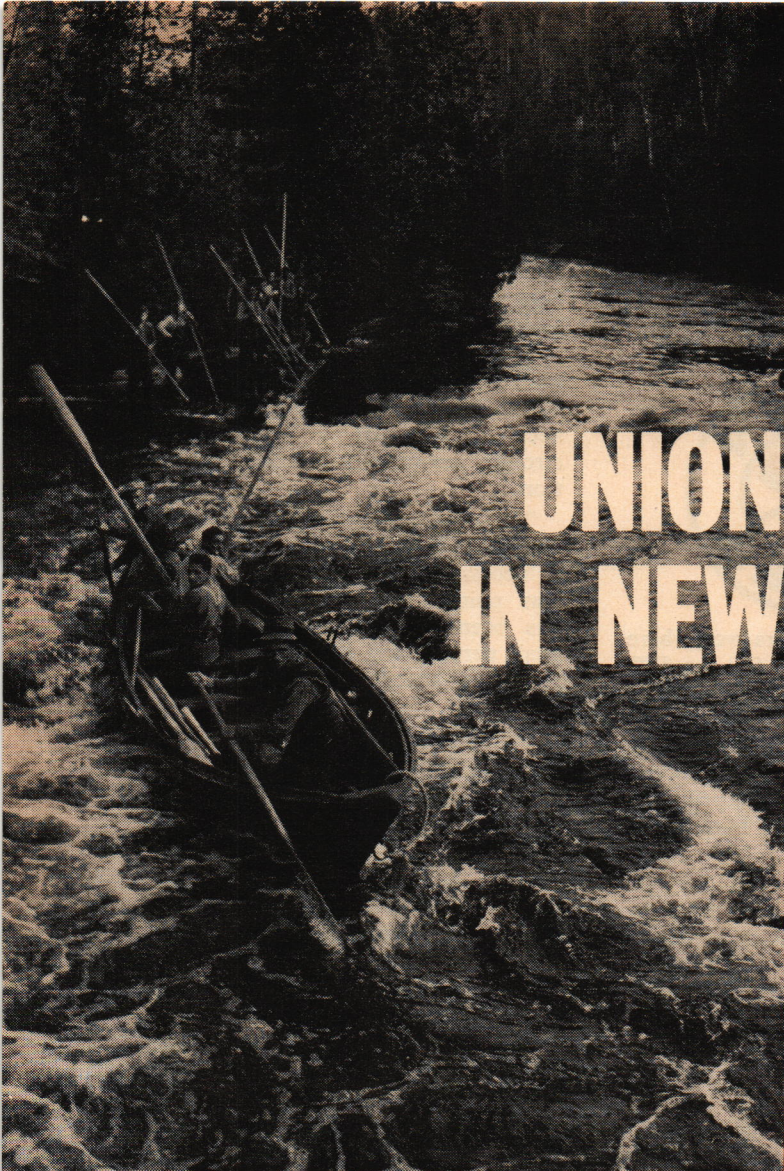
Oregon Repeals Anti-Labor Bill

Both the Senate and House of Oregon's State Legislature have approved the repeal of an anti-picketing law enacted in 1953.

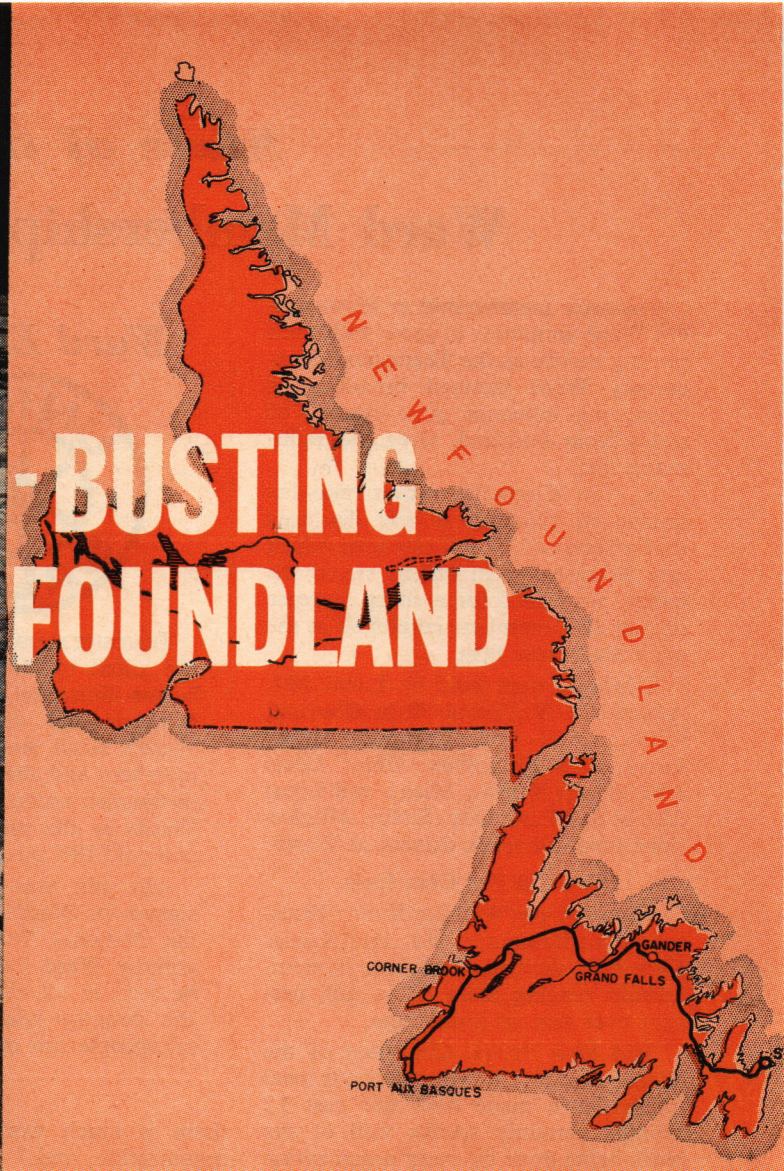
In a Democratic controlled action, the Senate passed the repeal 17 to 11 with the House voiding the law 34 to 24.

The measure, considered punitive and restrictive by Oregon labor, was lobbied through the Legislature in 1953 by the Oregon Automobile Dealers Association and other employer groups.

Despite the fact that the Oregon Supreme Court declared the most punitive section of the law unconstitutional shortly after its enactment, its recent repeal is hailed by union leaders in Oregon as a final victory in organized labor's six-year campaign to take the law off the books.



UNION-BUSTING IN NEW FOUNDLAND



THE Canadian province of Newfoundland flared last month with union-busting reminiscent of a fascist state.

Premier Joseph R. Smallwood rammed through the legislature a bill to decertify legitimate trade unions and pave the way for government-dominated company unions.

Immediate target of the attacks were the Teamsters Union and the International Woodworkers Association. The latter has been engaged in a bitter strike of loggers against two paper companies.

Could Refuse Certification

The bill went so far as to provide that the labor relations board could refuse certification to a union "without assigning any reason for the refusal."

Among other sections, it also provided that the labor board could refuse certification "where, in the opinion of the board, the trade union has

either in the steps leading up to the making of the application or otherwise shown disrespect for authority or has not conducted itself in accordance with good trade union practice."

It also imposed decertification on Newfoundland locals if, anywhere in the United States or Canada, a "substantial number" of officers of affiliated groups were convicted of "heinous crimes."

Set Up Company Union

Smallwood decertified the Woodworkers and established a company union headed by a member of his own political party as "representative of the loggers in Newfoundland."

Teamster President James R. Hoffa and Larry Daley, business representative for Teamsters Local 855 in St. John's, Newfoundland, were particular targets of Smallwood's vicious attacks.

Hoffa denounced Smallwood's actions as "reminiscent of the fascist

methods of dictatorships. When you destroy the free trade union movement, you have destroyed the freedom of the people to associate for common betterment."

Daley described the Newfoundland premier's plan as "a callous and calculating attempt to utilize the present situation (the I.W.A. strike) for selfish political motives without any real regard for the workers themselves."

Smallwood predicted that the Teamsters Union would be "outlawed in Newfoundland," describing the union as a group of "murderers, pimps, manslaughterers, dope peddlers and panderers."

'Hit Main Artery'

Daley charged that Smallwood's hatred of the Teamsters stemmed from the fact that "we have done a successful organizing job among companies whose owners are high up in Newfoundland politics. We must have hit the main artery."

Daley, who is also president of the Newfoundland Federation of Labour, said that between last July and November, the Teamsters signed 46 new contracts in the trucking and construction trades.

He said the Teamsters were supporting the I.W.A. strike "100 per cent."

Claude Jodoin, president of the Canadian Labor Congress, denounced Smallwood's actions, declaring that "he has abdicated his role as representative of the people and become an anti-democrat agent of the Newfoundland paper companies."

H. Landon Ladd, district president of the I.W.A., said that his union "has been crushed under the iron heel of tyranny."

Smallwood told the Newfoundland legislature that if the Teamsters "had been in Newfoundland and had committed one-tenth of their frightful and unspeakable crimes, they would die in jail."

Daley pointed out that International officers had been convicted of no crimes and asserted that "politics and economics have combined to bring about these attacks."

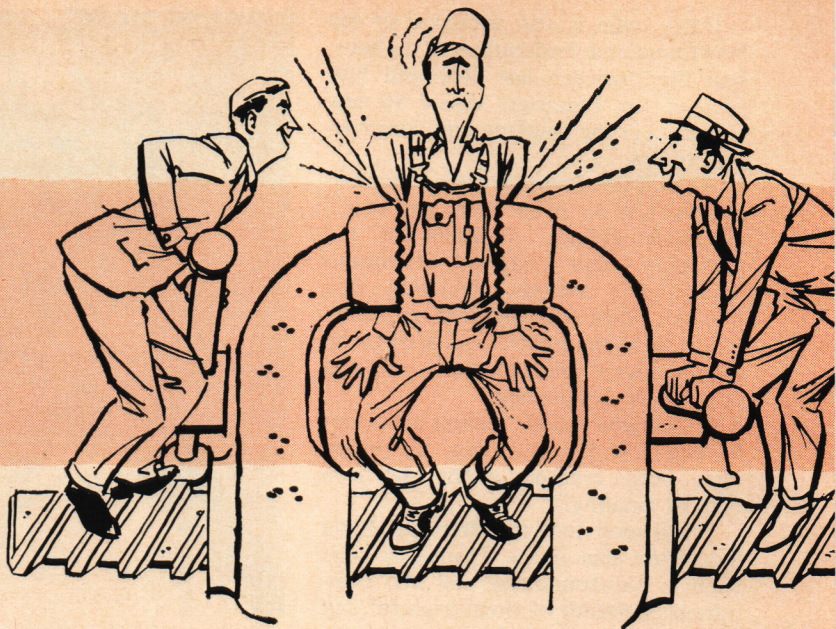


Darkest hour for "Canada's finest." Royal Canadian Mounted Police, wielding clubs, attack striking IWA loggers at Badgers, Newfoundland. This and other anti-union actions inspired by provincial Premier Joseph Smallwood led to a sharp denunciation of his attitude by Canadian Prime Minister John Diefenbaker.

View of the peaceful harbor inlet at St. John's, capital city of Newfoundland. Union-busting tactics employed in province have shocked the entire continent.



Right to Organize Jeopardized by Picketing, Boycott Proposals



This second of a two-part series on proposed legislation studies what suggested measures on picketing and boycotts would do to unions.

IN OUR previous analysis of the so-called labor reform bills, we found that they were in essential agreement in the following areas:

1. The establishment of legislative standards substituting the judgment of the Federal government for that of the members of labor unions in important areas traditionally reserved for their self-determination.
2. The establishment of a Labor Czar who, in varying degree, would have almost unlimited and unqualified discretionary power to use these standards of control to tie the noose tightly or loosely, as he may determine, in regulating the affairs of trade unions and trade unionists.
3. That this "blue print for a Labor Czar" would result in the greatest concentration of peace time power in the hands of one man in the history of America and the establishment of a sprawling, monstrous federal bureaucracy of unprecedented power and proportions.

Opportunism

However, in the matter of Taft-Hartley Amendments, the Kennedy and the Administration Bills are substantially different. The difference is not essentially one of principle but of political opportunism. Operating on the tactic of "divide and conquer," Senator Kennedy approaches the problem in two stages: (1) a labor reform bill now; (2) later in the session, a

labor-management relations bill. This approach is based on the assumption that this would be easier to sell than a one-package deal.

The Goldwater-Eisenhower proponents charge that Kennedy is evading the basic issue by postponing decision in the matter of secondary boycott and recognition picketing. It is further charged that Kennedy is more interested in passing a bill bearing his name, as a passport to the Presidency, than in coping with the essentials of the problem.

Kennedy's defense of his political expediency is that these are two separate problems and should be treated separately. The Administration insists that secondary boycott and recognition picketing are weapons of the labor racketeer and bans of this activity are essential elements of an "anti-racketeering" bill.

Hypocrisy

Both bills must plead guilty to inexcusable hypocrisy in seeking to legislate free speech within the union, but banning free speech on the picket line. Both seek to ban legitimate trade union activity, thus creating a void in which the racketeer can operate. The racketeer does not need the secondary boycott or the picket line to gain his objective. His methods are more direct and less genteel. However, to the extent that the legitimate trade union and trade unionist is restricted, to that extent, the labor racketeer will move in and function at the expense of the union member, the legitimate employer and the public.

Secondary Boycott

The term "secondary boycott" is derived from an honorable tradition. It emanates from the liberty-loving Irish rebels' refusal to deal with the British agent, Charles Boycott. Its recurrence is found in a long and honorable series of acts by liberty-loving Americans: the boycott of British goods in the Boston Tea Party; the boycott of Japanese and Nazi German goods in modern times. The principle was effectively applied to consumer boycotts of merchants handling these goods.

The application of this tradition to labor-management controversies has met with a varied reaction in Congress and the courts, where colored opinions and prejudices sought distinctions without a difference; hence, the creation of the fiction of the "neutral" third party, the object of bans on the secondary boycott. In actual fact, there can be no "neutral" wherever a third person enters the area of controversy; thus, a buyer of strike bound goods, a distributor, a seller, a subcontractor, etc., are not neutrals since they have taken sides in the dispute. Yet, based on this fictitious concept of the neutral third party, legislation would be enacted limiting the secondary boycott.

The Goldwater-Eisenhower bill enlarges the scope of presently prohibited secondary boycott activity in the following areas:

1. *Approach to the Employers is banned.*

Legislation

At present, a union is free to approach an employer, so long as it refrains from specifically prohibitive means of coercion through inducement of employees. Section 503 of the Goldwater-Eisenhower bill would change this to make it an unfair labor practice for a union "to threaten, coerce, or restrain any person" to engage in a boycott. "Any person" would include an employer or the representative of an employer.

Consumer picketing could be banned under this prohibition since the employers' refusal to continue to purchase the disfavored products would be the result of the customers' refusal to purchase in response to picketing.

2. Inducement or encouragement of individual employees banned.

Sec. 503 of the Administration Bill would change "employees of any employer" to "any individual employed by any person" and would delete the word "concerted." To change "employees" to the singular and to delete "concerted" may have as one purpose to forbid inducement of even a single employee acting alone to stop working for his so-called neutral employer.

Change on Provision

This restriction on appeals to individual employees is also directed to supervisory or managerial employees who are presently not covered within the ban because these individuals are excepted from a statutory definition of "employee." *Rabouin v. NLRB* 195 F 2d, 906. This basis for decision would be eliminated by the substitution of "any individual employed by any person" for "employees of any employer."

This change in language would also prohibit any approach to the corporate employer since he must act through supervisory and managerial employees. It would also ban any attempt by the union to seek the co-

operation of the so-called neutral employer in seeking to effectuate the legitimate purposes of a strike for organizational objectives.

Even more serious is the possibility of over-turning the protection of *NLRB v. International Rice Milling Co.* 341 U. S. 685 in preserving the primary picket line by the elimination of the requirements of concerted activity and banning the inducement of the individual employee.

3. Ban restricts present rule protecting secondary boycott where goods are farmed out to a secondary employer.

Although the Administration Bill makes much of its concession to the principle of secondary boycott in permitting a strike of a secondary employer who has contracted to work on struck goods, even in this area, the bill narrows the permissible area of secondary boycott permitted by the Courts under Sec. 8 (b) (4) (a) of Taft-Hartley. Whereas the union is presently protected in a strike against such a secondary employer, the Administration Bill would prohibit this unless there were "a contract or agreement" with a struck employer to do the latter's work. *NLRB v. Business Machine Board*, 228 F2d 553, 557-9, and a host of other cases establish the principle that a strike against the secondary employer is permissible "whether or not the primary employer makes any direct arrangement with the secondary employers providing the service."

Destroys Boycott

The Barden Bill (H. R. 4474) further qualifies the permissible boycott of secondary employers by outlawing the following situations: (1) where there has been a violation of the collective agreement; (2) where the strike is unauthorized; and (3)

where the secondary employer is performing services which would not ordinarily be performed by the striking employees. Each of these qualifications are subject to judicial determination, and prior to this, a temporary injunction may be issued, which in effect will insure the termination of the secondary activity. Thus, the Barden Bill, for all practical purposes, destroys the very limited area of permissible secondary boycott activity under 8 (b) (4) (a).

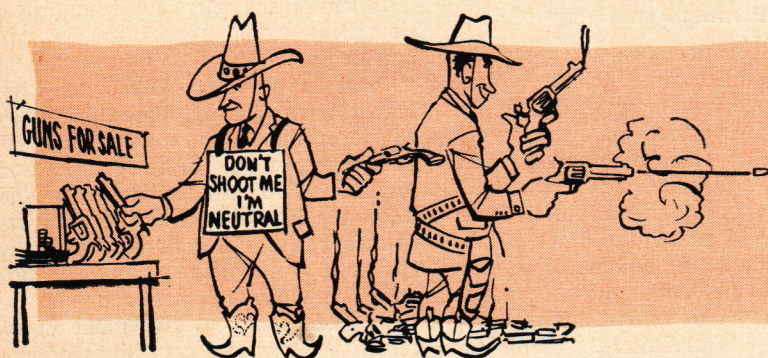
Section 503(a) (4) (ii) would permit union activity against secondary employers engaged in work at a construction site with a primary employer where there is a labor dispute involving wages, hours and other working conditions of employees employed at that site. This provision is one that could have been adopted upon the late Senator Robert Taft's recommendation shortly after the passage of Taft-Hartley.

Recognition Picketing

The prohibitions of the Administration Bill so restrict recognition picketing as to outlaw it in its entirety for all practical purposes. In fact, its application would also further expand the prohibited area of secondary boycott activity. The restrictions of the Kennedy Bill, under the guise of outlawing blackmail picketing, may be construed to make illegal the legitimate picket line.

Recognition picketing would be barred by the Administration Bill under the following circumstances:

1. Where the employer has recognized another labor organization and a question of representation may not be appropriately raised under Section 9 (c) of Taft-Hartley;
2. Where an election has been conducted within 12 months;



"In actual fact, there can be no 'neutral' wherever a third person enters the area of controversy. . . ."

3. Where a labor organization cannot establish sufficient interest in having such organization represent the employees;
4. Where picketing has been engaged in for a reasonable period of time.

These limitations will in no way hinder the racketeer labor leader or employer, but will seriously restrict legitimate trade unions in their efforts to expose the existence of "sweetheart contracts," which under this act would be a bar to their picketing. This bill would not only fail to combat racketeering, but insofar as it bars legitimate trade union activity, it would tend to reinforce the corrupt labor-management relationship.

Similarly, the bar on picketing a plant where within a 12 month period a valid election has taken place, would deprive the employees, who had chosen no union in preference to a racketeer or subversive group, of responding to the facts presented by a legitimate union in its recognition picket line. It would bar a Union from capitalizing on a change in attitude of employees who previously rejected a union but due to some action by the employer or successful organizing drive of the union are overwhelmingly in favor of union representation. Why shouldn't a union be permitted to picket in advance of filing its petitions for an election, which the board will accept months in advance of the expiration of the 12 month period for calling a new election?

Sec. 504 (b), literally construed, would prohibit picketing even if there had been certification following a valid election and the picketing was for purposes of recognition. There is the further anomolous situation of a lawful strike which may not be supported by picketing.

Hits Basic Right

The requirement of establishment of "sufficient interest" by a labor organization before it may picket seeks to restrict a basic right of labor in organizing a plant; and that is, to stimulate interest of the workers and dispel their fears by establishing a picket line. Why should a union be required to demonstrate "sufficient interest" at all? Why should it be necessary to first secure a foothold in the plant by other means before he is entitled to exercise his constitutional right to picket to enlist support?

Even if one were to accept this dubious principle of "sufficient interest" there would still remain the



Law to time picketing activities?

problem of defining sufficient interest. Assuming that a determination could be made, the question of proof still exists. How does a union establish "sufficient interest?" Does it have to reveal the identity of its adherents to the employer, at a time when the strength is yet not solidified, and therefore, the employer is in the best position to dissipate it?

Finally, 504 (d) seeks to establish a legal time limit on a picket line. What is a "reasonable time?" Who is to judge that the prospect of success is so slim that the right to persist in a quest should be surrendered? We agree with the U. S. Circuit Court of Appeals when they stated in *Teamsters Local 618 v. NLRB*, 249 Fed. 2d 332,337 that "the duration of the picketing in support of a lawful strike is a matter the union is entitled to decide. There is no legal time limit on strikes."

Premium on Delay

This subsection places a premium upon administrative delay by the NLRB since it bars picketing "if for a reasonable period of time at the expiration of which an election under Section 9 (c) has not been conducted." The employer may file an unfair labor practice, and under the rules of the Board preclude the holding of an election until the unfair labor practice issue has been settled. This may be prolonged indefinitely. Should the union be penalized and the employer

be rewarded for his dilatory tactics?

The so-called "blackmail picketing" provision of the Kennedy Bill, in its modified version, is still too loose in its language, and could be construed to bar legitimate organizational picketing. The Hobbs Act and state laws outlawing extortion are adequate to cover any picketing where the object is extortion. Consequently, it is reasonable to assume that the Kennedy Bill must envision other objectives which may very well include legitimate organizational picketing. Sec. 302 (b) (3) of the modified Kennedy Bill is an improvement over the original Bill, but still presents hidden dangers to legitimate activity.

The Barden Bill provides an outright ban on all organizational picketing unless the labor organization has been certified as a representative of the employees of the bargaining unit.

It is somewhat ludicrous to authorize picketing for organization purposes if it is already certified as the bargaining representative. Sec. 2a of the Barden Bill authorizes picketing for a very restricted purpose and that is where the union has been certified but not recognized.

Mandatory Injunctions

The mandatory injunction provisions of these bills direct the Board to apply for a temporary injunction if the NLRB officer investigating the charge has reasonable cause to believe the charge is true and the complaint should issue. In effect every colorable case will be thrown in the federal district courts. The decision against picketing will be final however temporary may be the form. It has been well stated that "picketing which is temporarily enjoined does not revive." These bills would turn the clock back to the days where labor-management relations were governed by injunction not free collective bargaining.

Voting Rights of Economic Strikers

Both the Kennedy and Administration Bills would repeal the present ban on the right of economic strikers to vote in elections. Prior to Taft-Hartley, the Board followed a policy of permitting both strikers and replacements to vote in a representation election. Thus, the amendment would allow the Board discretion on a case-to-case basis to permit the economic striker to vote whenever there is sufficient prospect of their returning to their former jobs to give them an interest in terms and conditions of employment of the bargaining unit.

Legislation

However, this administrative discretion in the Board would work to the disadvantage of unions under an anti-union Board. A more preferable position would be to return to the doctrine adopted by the Board in the *Saritorius Case 10 NLRB 493*, which permitted only the strikers to vote and excluded the replacements.

The Barden Bill limits the calling of an election prior to the determination of the strike or within a three month period, whichever occurs sooner. It does not repeal the bar on the right of economic strikers to vote. It penalizes the employee who is out on strike for more than three months. In effect it is an inducement for an employer to prolong a strike as a means of busting the union, and depriving his former employees of a right to vote in a representation election.

Federal-State Jurisdiction

The refusal of the Board to assert jurisdiction in certain cases, and the preemption of the field by the Federal Government, has created a "no-man's land" where the individual is without remedies in the solution of labor-management problems. The attempted solution to this problem in the Administration and the Kennedy Bills presents serious difficulties.

The Administration Bill specifically authorizes the NLRB to decline jurisdiction, although under Taft-Hartley, the Board is without authority in certain cases to do this under recent Supreme Court decisions. The Administration Bill would have the affect of reversing the Supreme Court decision in *Hotel Employees v. Leedon*. Delegation of this authority to the States would be detrimental to the Union and its members since under the common law most unfair labor practices by employers are not actionable but most unfair labor practices by unions are torts and constitute a cause of action.

There is no limitation in the Administration Bill requiring that NLRB be limited to delegation of jurisdiction to states having State Labor Relations Boards. If the Board refused to assert jurisdiction it would then become the obligation of the State courts to examine the complex jurisdictional standards of the Board, and then determine whether under these standards the Board would exercise jurisdiction. The Bill authorizes the States to exercise jurisdiction whenever a particular dispute did not meet these standards. This would result in differing inter-

pretations in all 49 states and chaos would ensue.

Some Improvement

The Kennedy Bill's solution to this problem is somewhat of an improvement over that of the Administration's. It requires that the Board shall assert jurisdiction in all cases, but may establish cooperative arrangements with State's having State Labor-Management machinery, and the policies of the National Board would prevail in the areas where states would assume jurisdiction. If a State agency refused to take a case, an appeal to the NLRB would be in order. While this is better than no solution or 49 differ-

ent interpretations of Federal labor policy, it is no guarantee against restrictive interpretations by the States, and no appellate procedure is provided whereby the NLRB could act as a Supreme Court where questions of national policy were involved.

Several other provisions affecting collective bargaining are also included in the bills, and need analysis in a lengthier survey. These involve broadening the definition of supervisory employees, appointment of a temporary general counsel of the NLRB without Congressional approval, the building trades amendment, pre-hearing representation election provisions, non-Communist affidavits, and bargaining during the life of the contract.

'Almost Enough'

Oldtimers still recall the days when the IAM, like many trade unions, was a secret order. Its membership rolls were secret, the identity of its officers and its finances carefully guarded from the prying eyes of company spies.

Nowadays, with the growing number of report forms required by one government agency after another, we operate in a goldfish bowl.

We're not against all this, mind you. Some of it, like the new reporting requirements for welfare and pension plans (deadline Apr. 1) were written into law with AFL-CIO support. Yet, sometimes we wonder if the legislators are cramming so much red tape into that goldfish bowl we may drown in it.

Long before there were any laws on the subject, the IAM and most trade unions maintained an exacting and detailed system of financial reporting to the membership. Twice a month, as part of the regular order of business, our members vote on expenditures and learn the size of the bank balance. Every month each lodge gets a statement or receipts and disbursements by the Grand Lodge.

There is a quarterly audit of the local lodge books, results of which are reported to the members. There is a semi-annual audit of Grand Lodge books, a published report of which is circulated to every local lodge.

On top of this internal system of checks and reports, the law has erected a mountain of forms. Every labor organization must file a six-page dossier of financial information (Form R-1 (F)) with the Secretary of Labor every year. The Secretary must be furnished with copies of the constitution and bylaws. He must have a list of the officers and their compensation.

The Labor Board must get Form 3054 certifying that the labor organization intends to comply with the Taft-Hartley Act. Then the Lodge must file Form 1080 listing the names of the officers and their terms of office. Each officer must file his Form 1081 on which he swears before a notary public that he is not a Commie. Then the Lodge must file Form 1085 certifying that Form R-1(F) has been sent to the Secretary of Labor and the information transmitted to the membership.

The Bureau of Internal Revenue must have Form 990 by May 15 detailing receipts, expenditures and the balance sheet, plus supporting data. The Bureau must have copies of the constitution and by-laws.

A number of states are also requiring additional forms of one kind and another.

With the new forms for health and welfare funds, there are now 15 different methods of accounting and reporting required from this union. It's almost enough, we're beginning to think.—*From The Machinist.*

Principal Changes in Senate Bill

Principal Changes in Kennedy-Ervin (S. 505) as modified in S. 1555, reported out for action by Senate Committee on Labor and Welfare.

Labor Czar

Under S. 1555, the Secretary of Labor is given all the powers he had under S. 505, plus the following:

1. **Greater Power to Investigate.** The words "probable cause" have been deleted and now he may institute an investigation if on his personal belief he deems it necessary to determine whether a person has or is about to violate any provision or regulation of the Act.
2. **Government by Press Release.** Additional power granted to report the findings of such investigation "to any interested person or official." This means government by press release, an unreasonable power authorizing the Secretary to publicly reveal the "innards" of a labor organization giving an employer or rival union an "unbalancing advantage" in dealing with it.
3. **Civil Injunctions.** Added power giving Secretary right to seek injunctions or other appropriate remedy to gain compliance if in his belief there has been or is about to be a violation of the act. There is no objective standard limiting power of Secretary to harass.
4. **Secretary's Power to Exempt.** Enlarged to include "any labor organization or class thereof temporarily convened either for the sole purpose of negotiating a labor agreement or for carrying out educational activity." Power to exempt carries implicit power to deny exemption. No criteria to guide Secretary in granting or denying exemptions.
5. **Secretary's power to grant or revoke** simplified forms when in his opinion a labor organization or employer would be unduly burdened by long form is an enlargement of a similar power under S. 505.
6. **Secretary's delegation of functions** to other Federal or State agencies is a new power and the exercise of which may lead to a breakdown of the fundamental principles of our Federal-State system.
7. **Secretary may prescribe categories for reporting financial information.** This enlarges the Secretary's power to prescribe the degree of detail in which the required information is to be reported. Could be unduly burdensome.
8. **Secretary may direct the form and manner of reporting** this Act and the rights of members there under to the membership of a labor organization. Could result in imposition of very burdensome and costly procedure if Secretary decided to prescribe extremely detailed form of publication.

Constitutional Rights of Due Process. Section 505 incorporates by reference the Administrative Procedures Act as it may apply to the rule making power of the Secretary. By negative implication this suggests that none of the other functions to be performed by the

Secretary need be done in conformity with the Administrative Procedures Act. Furthermore, judicial review is not expressly provided for. It suggests that, in making adjudicatory determinations, the Secretary need not comply with the safeguards of notice and hearing as these are codified in the Administrative Procedures Act. These safeguards have been found essential in the administration of the major regulatory statutes and no purpose would be served by excepting the Secretary in the administration of this statute.

Barring Persons with Criminal Record from Holding Office. Sec. 305 (a) of S. 1555 restricts application of same section of S. 505 which previously applied to the following cases but will not apply under new provisions:

1. Where a person has been convicted of one of enumerated felonies but did not serve any part of prison term.
2. Where such term served prior to the five years preceding his taking or running for union office.
3. Where he has not lost his civil rights, or they have been restored.

In any of the above cases the Secretary has no authority to interfere with a person's right to run for or hold union office. It should be noted that this section still applies retroactively, has all of the earmarks of a bill of attainder of meting out additional punishment for the same crime, and relegates persons with a criminal record to the status of second-class citizens.

Payment of Fines and Defense Costs. A new section added which forbids a labor organization or employer to pay the fine or advance money for the defense of any officer or employer who has been indicted or convicted of any violation of any provisions of this Act. This requires the labor organization to jettison their agent even if they feel he has been unjustly indicted or convicted and despite the agent's lack of financial resources to conduct an adequate defense. We fail to see what principle of justice is served by requiring the principal to abandon his agent.

Setting Elections Aside. Section 302 reduces from four months to three the period in which a member must be afforded a remedy by his local and international union before he may file a complaint with the Secretary of Labor challenging the election. This is an unreasonably short period for the exhaustion of internal remedies and injects the government machinery before the union has had an opportunity to deal with the problem. The Court is authorized to set the election aside if the violation of Section 301 may have affected the outcome of the election. Under S. 505 the election could be set aside only if the violation did in fact affect the outcome of the election. The new provision gives the court greater discretion and would permit the setting aside of an election even if the evidence is not solid enough to permit the finding that the alleged violation did affect the outcome of the election.

Experts To Advise On Pension Investments

Real Estate Research Corp. of Chicago has been retained by the Board of Trustees of the Teamsters' giant Central and Southern States health and welfare and pension funds to advise on all investments by the funds, President Hoffa has announced.

Real Estate Research Corp. had such clients as Inland Steel, Ford Motors, Prudential Insurance Co., American Airlines, Housing and Home Finance Agency, and General Services Administration.

Hoffa said the research firm would be given all loan applications for thorough study and analysis "to ensure the safest and wisest investment policy for surplus funds under these health and welfare and pension programs."

The 23-state Central States, Southeast and Southwest Areas Health and Welfare and Pension Funds now have about \$40,000,000 invested in loans, and an estimated additional \$20,000,000 to \$30,000,000 is expected to be invested each year.

Real Estate Research Corp., headed by James C. Downs, Jr., will prepare a full analysis of all loan applications before they are approved by the employer and union trustees of the two funds.

The research organization is presently doing appraisals for industrial and utility companies, banks and trust companies, insurance companies, retailers, educational institutions and government agencies. Seven of the companies appraisers have been qualified as expert witnesses in real estate evaluation in various federal as well as local courts, and six are senior members of the American Institute of Real Estate Appraisers.

It has done city planning and urban renewal studies, shopping center studies, industrial and retail location studies, and market analyses.

Hoffa said that "this policy of expert outside advice and analysis will mean that our surplus funds will be invested in the safest properties at the best rate of return, and will mean ever-increasing benefits for our membership."

Truck's Role

WASHINGTON, D. C. — Trucks are on the nation's highways because they perform essential services, linking rural areas to nearby or distant markets, delivering the bread and butter that keeps the nation fed, and carrying essential goods to plants and mills.

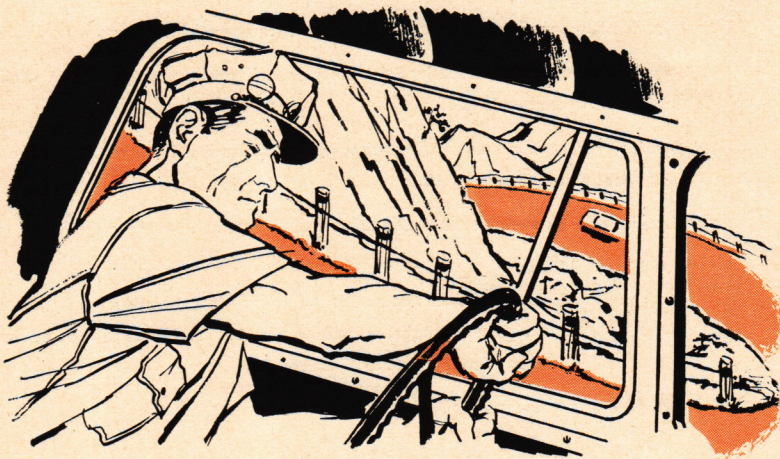
— RUNNING FREE and NO BRAKES

How does a line driver feel when he loses his air brakes on California's hazardous Ridge Route? Well, you don't have to ask Teamster Stewart Brown, he already knows and says he's lucky to be around to tell about it.

The Ridge Route has become almost a legend to Western line drivers. There's hardly a coffee stop on either side of the "Ridge" that doesn't remember a number of incidents when the "big ones" lost their air and bolted down the steep grade out of control. They will tell you of the brave who took the rock wall or the high cliffs rather than risk bringing death or serious injury to other users of the road. These drivers, they remember, died at the wheel.

But those were the days before the California Division of Highways constructed escape ramps especially designed to slow down run-away rigs. Such a ramp possibly saved the life of Brown. Here is the story:

Minutes before Stew had his close shave with disaster, he stopped at Holland Summit and checked his air and tires. He found nothing wrong.



Climbing into his Kenworth truck he eased the big tanker and its 7650 gallons of ethyl gasoline onto the highway. Picking up a safe speed for the incline ahead, he touched his brake peddle just for a check. Nothing happened. He pushed the peddle to the floor. Still nothing—he was running free.

Locking his brakes he gripped the wheel firmly, determined to ride her out. Fortunately, there were no passenger cars in the way. It was only a moment or two later when an escape ramp loomed up dead ahead. Turning gradually to the right, he forced the speeding truck onto the ramp entrance.

When he hit the ramp he blew a left front tire, lost an axle and literally flew over the ramp's top. The light rain helped keep down the fire.

"I was lucky," Brown recalls, "I got out of the rig in time."

Stew's narrow escape has put some good ideas in his head about future highway construction.

First, Brown would like to see more ramps on the "Ridge." He also advocates serious consideration by state highway commissions all over the country toward adoption of escape ramps where safety experts note the need for them.

He suggests that states employ a committee of professional drivers to act as highway commission advisers on proposed highway construction.

Local 1 Marks 75th Anniversary

THE labor agreement shown below, signed in 1889, was one of the first written contracts in the modern American labor movement. Teamster Local No. 1, which negotiated the contract 70 years ago, recently celebrated its 75th anniversary with a dinner in the Hotel Commodore in New York City. The contract was prominently displayed in the souvenir program.

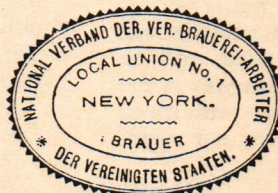
Accompanying the contract display was a message from

William Nemecek, who worked under this contract and has been a member of Local 1 for 59 years. Brother Nemecek reminisced: "Our Union was a fighting one but it had a heart, too—and that was the main thing. It fought for the human dignity of every single member. Any sacrifice we made in the old days for our union has paid back dividends a hundred times over. I ask our members today to guard our Union, to love it and to fight for it in every way."

Agreement.

BREWERS UNION NO. 1, OF NEW YORK AND VICINITY.

1. Only Union men shall be employed in the breweries. The foreman (and Assistant foreman) shall not perform brewery workmen's labor.
2. Workmen shall only be dismissed for good reasons; sickness is no reason to discharge after recovery.
3. Workmen recommended by Saloonkeepers shall not be employed. Any workman shall have the right to live and board where he chooses.
4. To prevent dismissals in winter-time when business is dull, all workmen alike shall consecutively be laid off, one after another, for one week.
5. For each 25 workmen one apprentice shall be granted. *made of Brewery*
6. Hours of Labor:
 - a. A day's work shall consist of twelve (12) **Consecutive** hours, including two hours for meals.
 - b. Six working days shall constitute a week. The hours of work on Sunday shall not exceed two hours (hy double wages), "Kreusing" excepted.
7. Wages (payable weekly). The following wages shall be paid:
 - I. a. Apprentices \$9.00 per week.
 - b. First man in wash-house \$18.00, all others \$16.00 per week.
 - c. Malt millers, workmen in the fermenting-room, at the kettle and in cellar \$18.00 per week.
 - II. On Sunday double wages shall be paid.
 - III. During the hours of labor the workmen shall be furnished with beer free of charge.



Kriekel & Co
By Robert W. Kriekel
April 2, 1889

Kennedy's 'Big Deal' Ends Up Small Talk

Bobby Kennedy went after headlines in a big way recently when he told reporters that he had been offered political bribes in the form of help for his ambitious brother Senator John Kennedy, if he would "go light" on certain witnesses.

Turns out the maneuver backfired when a few Senators on the Senate Select Committee demanded that Kennedy elaborate. Fulton Lewis, Jr., no friend of labor, reports that "it nearly cost him his job."

As Lewis reports it, Kennedy told the committee the story of the four reported incidents, "with names, and the incidents turned out to be mere trivia and chit-chat in casual conversation. A typical sample was that of an obscure labor representative who told him that 'we could help your brother a lot if we wanted to'.

"None of the individuals was a person of any significant standing and none was in a position to be of substantive assistance to the Presidential ambitions of anybody, including Senator Kennedy.

"But the incident cost Robert Kennedy considerable stature and confidence in the eyes of the committee and one member said:

"It demonstrates that these young committee lawyers should be staying at home on the job, not running around to political meetings, holding press conferences, particularly if they have a brother who is a Presidential candidate."

Ministers of Providence

"There are three things that call for our fraternal aid: poverty, unemployment and the dismissal of workers. It is tragic to read in the newspapers that factories have been shut, or working hours reduced or, even worse, that workers have been dismissed. . . . I appeal to industrial leaders, to their technicians and economists, and I beseech them in the name of the Almighty, to remember that intelligence and wealth were placed at their disposal not to balance the books but help them be ministers of providence to the advantage of the human family."

—Cardinal Roncali
(Now Pope John XXIII)
1955

Workers Lose

McClellan Helps Bring About Chicago Sub-Standard Agreement

Another vivid example that the union-busting McClellan Committee has no real regard for the wages, hours and conditions of employment of working men and women in America, is clearly shown by the Committee's interference with Teamster Local 743's organizational drive involving waste material handlers in Chicago.

The 15,000-member Chicago local was on the threshold of organizing these workers when McClellan's investigators took all of the worker's

application cards out of the offices of Local 743.

"To this day," says Don Peters, president of the union, "the Committee has not returned these cards, making it impossible for our organization to contact the workers or ascertain who signed the applications for Teamster membership."

In the interim, the AFL-CIO signed a sub-standard labor agreement with the employers.

No better illustration can be drawn than the contract comparison below.

NEGOTIATED BY LOCAL 743

Wages

8 cents immediately
and 7 cents per hour in each of the
next two years

Cost of Living

Clause to increase wages if cost of living
rises

Vacations

6 months to 1 year—½ week

1 years' service—1 week

2 years' service—2 weeks

10 years' service—3 weeks

20 years' service—4 weeks

Employee will receive full accrued vacation allowance upon termination of employment for any reason

Holidays

7 Paid Holidays, including member's
birthday

Seniority

Plant-wide seniority

Overtime

Time and ½ for Saturday work as such

Night Shift Premium

15 cents per hour

Health and Welfare

Company continues to pay same premium for each employee as in past.

Credit Union

Employers will deduct savings and/or loans to 743 Credit Union as member directs.

Death In Family

Up to 5 days with pay in cases of death in immediate family.

Voting Pay

2 hours with pay in national elections.

Jury Service

Employee will receive difference between regular pay and jury pay from his Employer.

NEGOTIATED BY AFL-CIO

Wages

5 cents per hour

Cost of Living

None

Vacations

1 to 5 years' service—1 week

5 to 15 years' service—2 weeks

15 years' service and over—3 weeks

Employee to be eligible for full vacation must have worked 1500 hours in previous year

Holidays

6 Paid Holidays

Seniority

Departmental seniority

Overtime

Time and ½ for Saturday, except to employees absent during regular work week.

Night Shift Premium

.05 per hour

Health and Welfare

Company reduced contributions for premiums from 4 per cent to ½ of 1 per cent, or 5 cents an hour. (The amount of the wage increase they gained.)

Credit Union

None

Death In Family

None

Voting Pay

None

Jury Service

None

Alaska Asks Congress to Amend ICC Act to Relieve Inequities

Teamster representatives who have taken an active role in assisting Congressional and other governmental agencies in making the transition to statehood for Alaska not too disruptive, are now joining the Alaskan Legislature in formally requesting Congress to act immediately on legislation considered necessary to bring interstate commerce, as it applies to transportation to and from our new 49th state under proper control and regulation.

The Alaskan Legislature has forwarded the following resolution to President Eisenhower, the President of the Senate, Speaker of the House and all members of Senate and House Committees on Interstate and Foreign Commerce, urging prompt Congressional action:

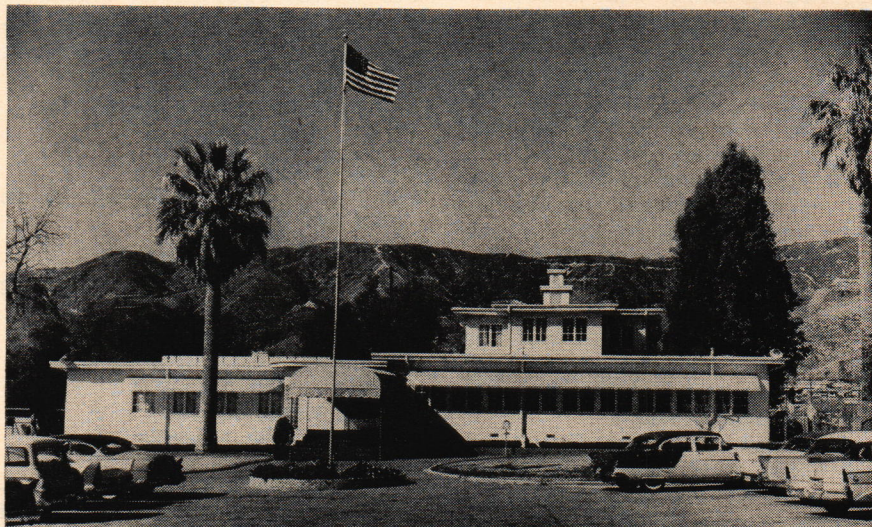
"WHEREAS, the Interstate Commerce Commission in its report to the Senate of the United States has recommended that the Alaskan Railroad, a government corporation, should be subject to the rate and service regula-

tions of the Commission; and, whereas, other transportation facilities in Alaska are not now subject to the same or similar regulatory procedures and control; and whereas, this lack of uniformity of regulation has permitted inequitable and discriminatory rate practices to the detriment of the ship-

pers and receivers of freight in Alaska and such inequities and lack of uniformity will continue to exist until proper amendments to the Interstate Commerce Act have been promulgated by Congress;

"Be It Resolved, that the Congress be urged to give due and immediate consideration to enactment of amendments, which would extend the umbrella of Interstate Commerce regulation and control to all transportation to, from and within Alaska."

Scenic Setting for Union Hall



Modern union halls, in increasing use among Teamster locals and joint councils, can't all boast of the mountainous background boasted by Locals 166 and 467 in San Bernardino, Calif. Locals are celebrating 10th anniversary of their hall.

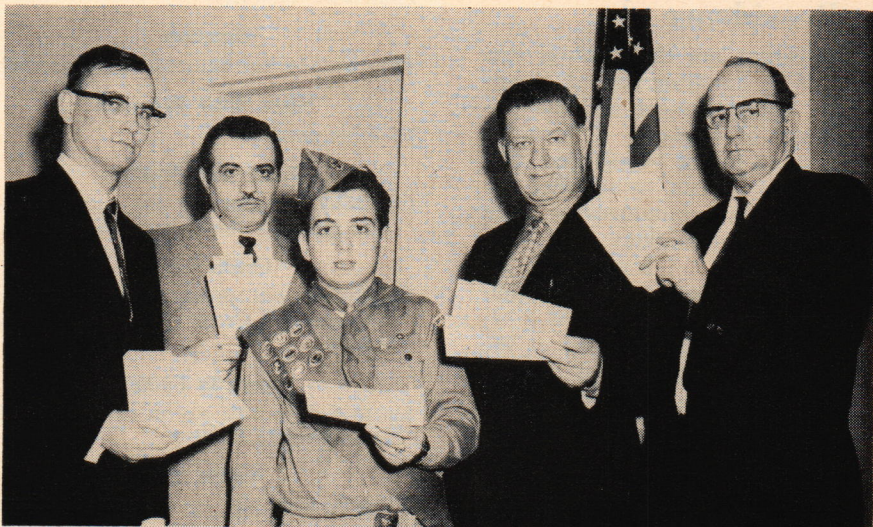
'Piggyback' Disputes To Go to Arbitrator

Western trucking companies and their "piggyback" operations which threaten the jobs of 200 to 300 Teamster drivers who are members of local unions on the West Coast, are scheduled to go before an impartial arbitrator following a challenge by the Western Conference of Teamsters that their operations are in violation of the 11-Western States master agreement.

The dispute involves Consolidated Freightways, Inc. with general offices in Menlo Park, Calif. The common carrier, one of the nation's largest, has reportedly attempted to change five of its over-the-road schedules between Los Angeles and Portland Oreg. to "piggyback" service.

Sam Kagel has been named by both the Teamsters and the operators to arbitrate the dispute.

Chicago Teamsters Aid Boy Scouts



Teamsters in Chicago are carrying the ball again this year in an annual fundraising drive in behalf of the Boy Scouts of America. From left are Scout Executive E. Chowanec; Local 738 vice president, M. Fomusa; Joint Council 25 president, Ray Schoessling and John Auftring of Local 705. Scout is Art Amelic.

WHAT'S NEW?

Operating Manual Is Offered for Drivers

A New Jersey firm, outstanding in the manufacture of trucks and trucking equipment, has published an operating manual with a special section on jackknifing. The 41-page manual entitled, "Operating Tractor-Semitrailers," was prepared as a public service and will be offered to fleet owners, driver training organizations, educational institutes and safety organizations.

The firm's general manager said the new manual was prepared after the company had received thousands of requests for an earlier booklet on the subject which had been out of print for some time.

Written in easy-to-read fashion for not only the beginning operator but also as a refresher for the professional driver, it contains special diagrams and illustrations and covers all phases of semitrailer operation. Special emphasis is given to accepted safe-driving practices.

In announcing the new edition, the company spokesman stated that the growing volume of tractor-semitrailer units on the nation's highways has made the operating manual a useful and practical guide for thousands of new drivers who must be trained each year in tractor-semitrailer operation.

The new section on jackknifing emphasizes the driving errors which cause this type of accident, and tells the driver what to do when his rig starts to jackknife.

Waste and Danger Halted by Drum Vent

Both costly waste and damaging spillage are said to be eliminated with use of a new polyethylene drum vent from a New York firm, which is also engineered to prevent liquid evaporation. The vent is easily installed when the drum is ready for use and is adaptable to 3/4-inch or 2-inch faucet openings. This plastic drum vent is also fitted with a tapered pipe thread for adjustment, and has a directional

arrow indicator to insure that the vent is properly located in the drum's air space.

One Man Positions Ramp in Seconds

A traveling ramp is now on the market which can be easily positioned by one man. Hinged to a roller-carrier that travels in a track at the edge of the dock, a moderate pull on the removable pipe handle tilts it to vertical position, and it is then rolled along the dock in either direction to the exact position desired. When in position, the ramp is then lowered by means of the pipe handle—ready for the flow of traffic in a matter of seconds. When not in use, the ramp stands upright, steadied by auxiliary rollers. This means that trucks can back right up to the dock without risk of damage to either the ramp or the truck.

Longer Battery Cable Life Due to Coating

A specially-developed coating that covers the terminal and a portion of the cable (or strap) leading to the terminal is highly resistant to acids, alkalies, alcohols and oxidizing agents, and has better abrasion-resistant qualities than metal, according to its Rhode Island manufacturer. Among the other claims for this new coating is that it gives the battery cable a 4 to 10 times longer life than that of conventional cables.

Nylon Air Hose With Recoil Action

Snap action like a telephone cord is incorporated into a new lightweight nylon air hose, for use with pneumatic tools. This, naturally, keeps the cord out of the way of work. Recommended as a general purpose hose for industrial plants and machine shops, the hose is said to be tough, heat-resistant and unaffected by oil, kerosene and gasoline. Able to withstand high operational pressures as well as, or better than, rubber hose, its smooth inside surface is said to insure less resistance to air flow. Both flexibility and mobility of position are provided by the coiled form of the hose, in combination with a portable attachment, making it ideally suited to use with portable pneumatic equipment—air tools, air staple guns and spray

guns — and especially advantageous when incorporated in an overhead installation. Offered in 3/16-inch and 1/4-inch ID sizes, in standard 25-foot lengths with flared fittings at each end, shorter lengths may be cut from the hose and flared with a copper flaring tool.

Versatile Three-Way Tow Hitch Offered

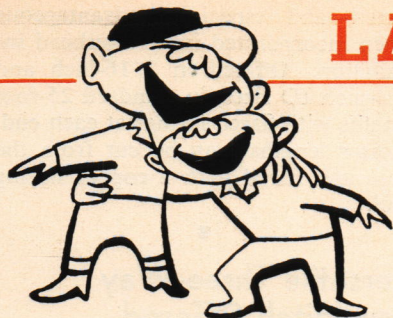
Tow bar, tow saddle and tow cradle are all three incorporated in a new tow hitch now being marketed. The outstanding features of the three interchangeable devices are the elimination of all backlash, jerking, chrome-scratching, dented grills and hoods. Fast, secure hoop-up is made possible by the chain slots provided on the tow bar and special features of the hitch permit the tow saddle to be adjusted to the desired position. Also each arm can be secured to any position of chassis or axle by means of the separate arms of the cradle being placed in the tow hitch and extended to the desired position with adjustable V-spread.

Solderless Terminals For Electrical Connectors

An Ohio firm is marketing a line of solderless terminals for automotive and industrial applications, made of a new type of plastic resin insulation. The insulation is moisture-proof and specially compounded for these types of electrical connectors, says the manufacturer. These terminals are "positively locked" and color coded.

Rubber Powder Seals Tubeless Punctures

Even if the puncturing object has not been retained by the tire, the manufacturer of a new puncture-sealing rubber powder claims that tubeless tires containing 2½ ounces of this powder can be driven for 48 hours or more after being punctured. When the tire has been punctured, the powder quickly fills the hole without affecting the reparability of the tire nor changing the balance or performance of the tire in any way. After the tire has been repaired, an additional 2½ ounces of powder should be put in the tire. The new material works only in tubeless tires and installation should be performed by a service man. The manufacturer lists the price as \$8.95 for five tires.



LAUGH LOAD

Still Had His Teeth

The salesman stared doubtfully at the formidable looking animal lying on the doorstep. "What breed is your dog?" he asked the lady of the house.

"Don't rightly know," she answered. "My brother sent it from Africa."

"Well," said the salesman, hesitantly, "it's the queerest dog I've ever seen."

The lady nodded. "You should have seen it before we cut its mane off."

Smart Horse

Said the prospective buyer: "He's a good-looking horse. Is he a good jumper?"

"Sir," replied the dealer, "if you want to keep him in a field you'll have to put a lid on it."

Coincidence?

"What a handsome baby!" exclaimed the visitor. "Does he resemble your husband?"

"I hope not," replied his wife, "we adopted him."

Fringe Benefits

A newcomer, aged 9, appeared at the general delivery window at Boyd, Tex., writes Postmaster Helen A. Walker, and asked for his family's mail. When he was handed the mail, he inquired, "Do you give S & H green stamps?"

No Help

Ware had got a job at last. After months of unemployment he was hired by an antique dealer. The very first morning the boss came in and saw him standing idle in the shop.

"Go up to the storeroom," he ordered, "and get me a Greek urn for Mr. Blank, and be quick about it."

Ware rushed upstairs and called to one of the packers, "Hi pal, what's a Greek urn?"

"I don't know," was the reply. "Depends on the job he's got."

The Easy Way

Dad: "Why didn't you play school with your sisters?"

Kid: "I did. I played I was absent."

Ousted

The new baby proved to have very powerful lungs. One day his brother, aged five, said to his mother: "Mother, baby came from Heaven, didn't he?"

"Yes, dear," answered the mother. "I don't blame the angels for tossing him out, do you?"

Take It Easy

"Every time I kiss you I feel a better man," said an ardent young man to his girl friend.

"Well, you don't have to try and get to Heaven in one day."

By the Dozen

Bewildered, a guest stared at the young son of the house, who was driving nails into the dining room table.

Turning to his host he said, "It's none of my business, but don't you find it expensive letting him play like that?"

The host smiled proudly. "Not at all," he said, "I get the nails wholesale."

The Secret

"I don't think any woman can keep a secret."

"My wife can. We've been married ten years and she's never told me why she's always wanting money."

Is That Clear?

The ACI Bulletin said: "The stronger sex is the weaker sex because of the weakness of the stronger sex for the weaker sex."

Obliging

"Kind sir, could you help a man in trouble?"

"Sure, what kind of trouble do you want to get in?"

—"The Auburn Plainsman"

Too Small

Hostess: "Susie, will you have a second helping of ice cream?"

Susie: "Mother told me to say 'No, thank you,' but she didn't know how small the helpings would be."

Convenient

"I wouldn't exactly call him mean," said Fothers, talking of a friend, "but he's left-handed and always keeps his money in his right-hand pocket."

Those Confusing Fashions

A staid gentleman, honorary judge at a horse show, was upset by the dress of some of the girls. "Just look at that young person with the poodle cut, the cigarette and the blue jeans," he decried to a bystander. "Is it a boy or a girl?"

"It's a girl. She's my daughter."

"Oh, forgive me, sir," apologized the old fellow. "I never dreamed you were her father."

"I'm not," snapped the bystander. "I'm her mother."

Just Happy

He came home from the play looking bored stiff and utterly fed up.

"Didn't the play end happily?" inquired his mother.

"Yes," he replied, "we were all happy when it ended."

Accomplishment

Young Billy came home from camp with the news that on the last day the arts and crafts counselor had awarded prizes for the best drawing.

"Did you get one?" asked his mother.

"No," replied the child, smiling brightly. "But I got horrible mention."

Good Example

Teacher: Since pro means the opposite of con, can you give me an illustration of each?

Student: Progress and Congress.

Big Question

"I want to paint you," an artist told a trucker's daughter. "How much would you charge?"

The girl blushed, but made no reply.

"It's easy money," said the artist, encouragingly.

"No question about that," said the girl. "I was just wondering how I'd get the paint off afterwards."

Would Be a Help

Next-door-neighbor: "I can hear your hi-fi as though it were in my room."

Jerkins: "Then, would you care to help me pay off some of the installments?"

Out of the Bag

"Look here," said the worried householder to the new maid, "why did you tell your mistress what time I came home last night when I asked you not to?"

"I didn't," replied the maid. "She asked me what time you got in, and I told her I was too busy cooking the breakfast to look at the clock."

FIFTY YEARS AGO

in Our Magazine



(From *Teamsters' Magazine*, April, 1909)

Let Decency Prevail

One of the dangers any organized body or group has to be on the alert for, especially during the early formative years, is the development of a split or schism amongst rank and file members.

Such a split was the unhappy fate of our organization during its first few years of existence. But the IBT has managed to weather any and all of these ruptures and today stands as the largest and most powerful single trade union organization in America today.

Regarding the activity of so-called "rump" organizations, our late President Tobin offered a quiet and reasonable approach to this problem.

"We are of the opinion that if we cannot agree on one organization, the best thing that can be done is to have both sides continue working for the members they represent, but not attempting to injure either the cause of or the conditions of the members working on the wagons.

"We believe, as many others of our members believe, that there are dishonest men in the rival organization (Chicago Teamsters Union); in fact, we have absolute proof of this, but what is the use of circulating it all over the country to become the property of the enemies

of labor. Again, no one knows better than the followers of some of these dishonest leaders that they are bad people to trail after, and the time will come when those individuals will be set aside, but for the present, at least, common decency and manhood, which we believe our people in general to be possessed of, ought to prevent our people from conducting themselves the same as some of the individuals on the other side.

"Let the other fellow do the dirty work if he wants to. My advice to our members is to conduct themselves like men, like fathers of families who pride themselves on being law-abiding citizens, and not try to injure any individual in any way who is trying to maintain and properly conduct his home."

Your Business Agent

SOME sound advice on the care and feeding of that most important single individual in any local union—the business agent—is given in the April, 1909, issue of our Journal.

The first half of the article, reprinted from the "Shoe Workers' Journal," concerns the deportment of the business agent. The article calls to task the business agent who has little use for diplomacy in his dealings with an employer and reverts to cave-man tactics to win a point.

"(Some business agents have) no regard for the opportune time, but 'butts in' at any time in blustering ill humor, talks loudly and offensively, and the employer hates the sight of him and gives him nothing without fighting. This business agent then reports to his board that he 'talked Jones blind for two hours and beat him, but he would not give in,' and by telling his board that Jones is bad, bad, bad, spurs them on to avenge his wrongs.

"Their lack of success causes them (employers) to become more ugly and more radical, and with badgering their members and baiting the employers they soon get both sides fighting mad, and then ensues one of those costly labor wars in which both sides get whipped.

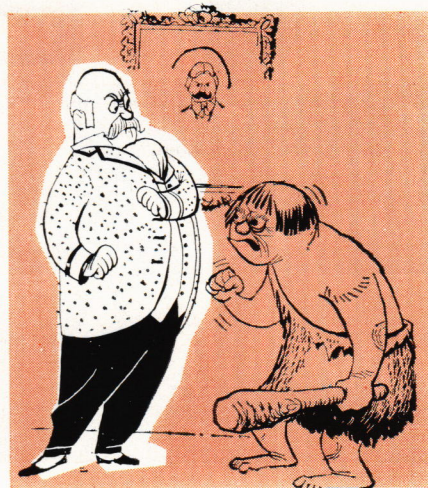
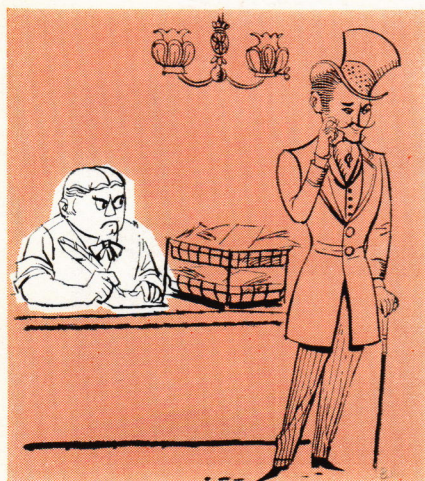
"There are some men who aspire to leadership who have yet to learn that any fool can get a lot of people out on strike, but it takes a man of some ability to get them back with honor and a man of still greater ability to maintain such relations as would prevent any necessity for a strike."

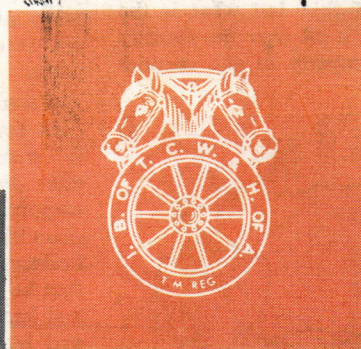
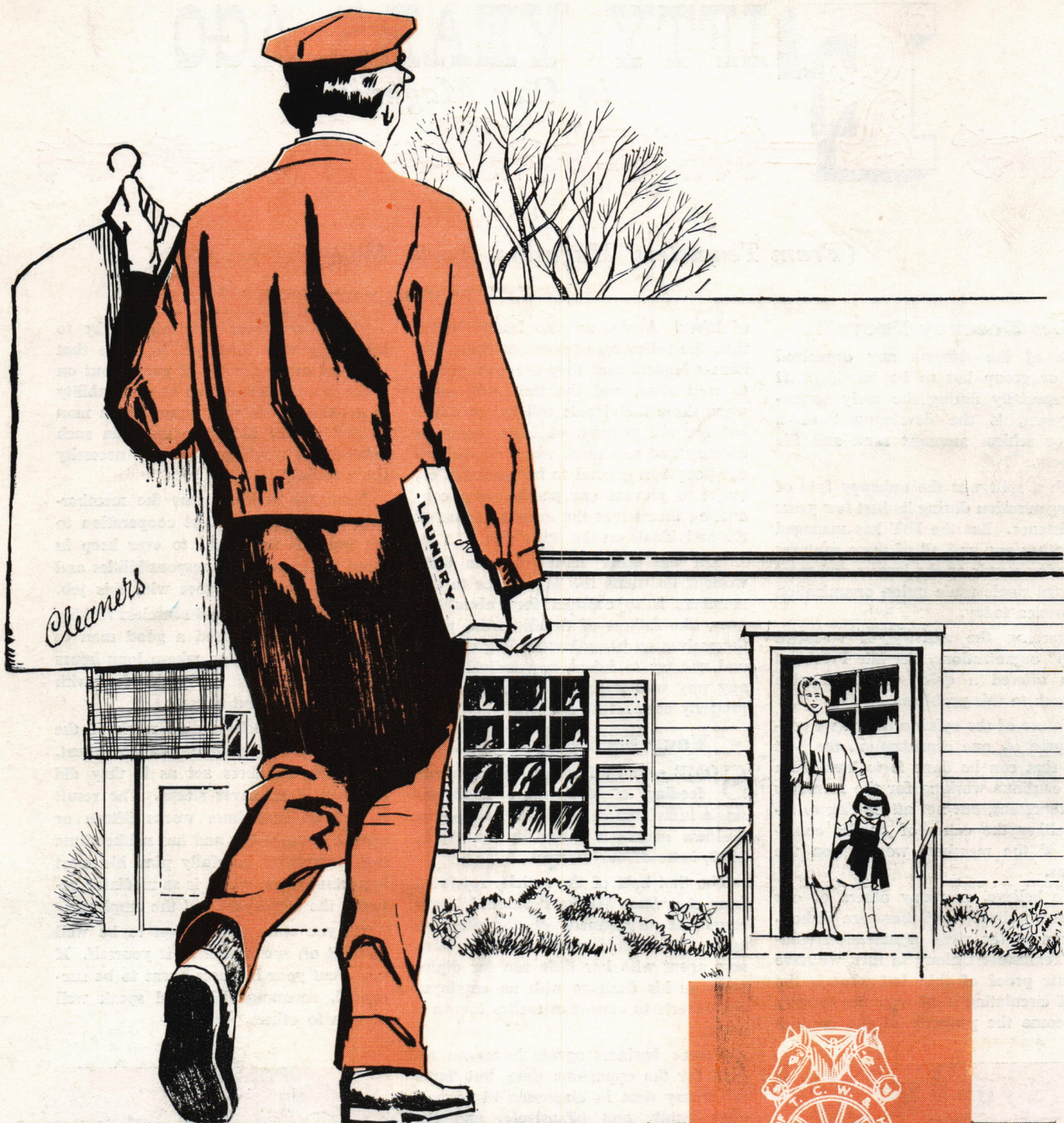
Next, the article warns the membership to give their fullest cooperation to the business agent and to ever keep in mind the tremendous responsibilities and the hard work that goes with this job.

"Unjust criticism and senseless kicking have sometimes caused a good man to retire from a position where long hours and hard battles are paid for with (higher) wages and abuse.

"There is much routine work of the union falling upon the business agent, and some members act as if they did not care if he never sleeps. The result is that he sometimes works fifteen or sixteen hours a day and has neither time nor strength to carefully plan his most important work, which is as mediator between the employees and the employer.

"If you want your union to be well thought of, speak well of it yourself. If you want your business agent to be successful, encourage him and speak well of him to others."





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